

AD-A036 053

AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
ELECTRONIC COMMUNICATIONS AND CRYPTOGRAPHIC EQUIPMENT SYSTEMS R--ETC(U)
NOV 76

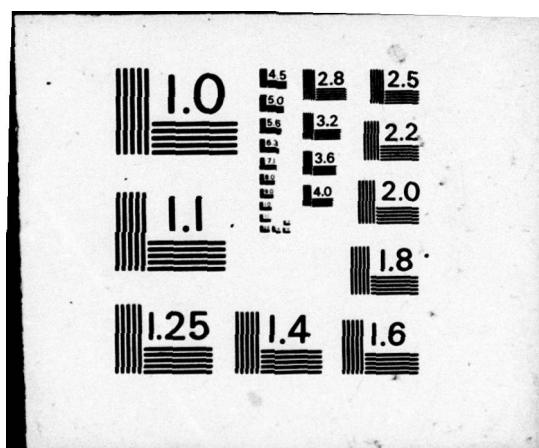
UNCLASSIFIED

AFPT-90-306-201

NL

1 of 2
ADA036053

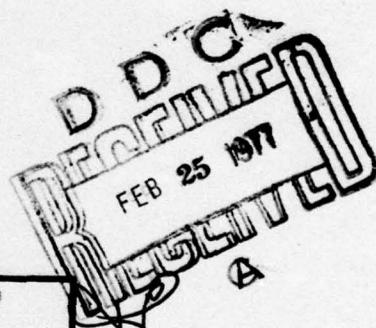




ADA 036053

⑨ OCCUPATIONAL SURVEY REPORT.

② B.S.



⑥ ELECTRONIC COMMUNICATIONS AND CRYPTOGRAPHIC EQUIPMENT SYSTEMS REPAIR CAREER LADDER

AFSC'S 30630, 30650, 30670, AND 30691.

⑪ AFPT-90-306-201

⑫ 15 NOVEMBER 1976

⑬ 118 p.

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

408 889
699

TABLE OF CONTENTS

| | PAGE NUMBER |
|---|----------------|
| PREFACE ----- | 2 |
| SUMMARY OF RESULTS ----- | 3 |
| INTRODUCTION ----- | 4 |
| INVENTORY DEVELOPMENT AND ADMINISTRATION ----- | 4 |
| CAREER LADDER STRUCTURE ----- | 7 |
| SKILL LEVEL PROGRESSION ----- | 12 |
| AFM 39-1 SPECIALTY DESCRIPTIONS ----- | 21 |
| DISCUSSION OF AFMS GROUPS ----- | 22 |
| CONUS VS OVERSEAS TASK PERFORMANCE DIFFERENCES ----- | 44 |
| REVIEW OF SPECIALTY TRAINING STANDARD FOR AFS 306X0 ----- | 46 |
| DISCUSSION OF TRAINING ----- | 46 |
| PLANS FOR REENLISTMENT, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, AND PERCEIVED UTILIZATION OF TRAINING ----- | 46 |
| CONCLUSIONS AND RECOMMENDATIONS ----- | 49 |
| APPENDIX A ----- | 51 |
| APPENDIX B ----- | 57 |

| | |
|---------------------------------|---|
| ACCESSION for | |
| NTAS | <input checked="" type="checkbox"/> Write Section |
| DOC | <input type="checkbox"/> BuW Section |
| UNANNOUNCED | <input type="checkbox"/> |
| JUSTIFICATION..... | |
| BY..... | |
| DISTRIBUTION/AVAILABILITY CODES | |
| Dist. | AVAIL. and/or SPECIAL |
| A | |

PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Electronic Communications and Cryptographic Equipment Systems Career Ladder, AFSC's 30630, 30650, 30670 and 30691. The project was directed by USAF Program Technical Training, Volume 2, dated October 1975. Authority for conducting specialty surveys is contained in AFM 35-2, paragraph 2-1. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. Paul N. DiTullio, Inventory Development Specialist. Captain James N. Eustis analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Paul N. DiTullio, Chief, Maintenance Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Cristal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Colonel, USAF
Commander
USAF Occupational Measurement Center

WALTER E. DRISKILL, Ph. D.
Chief, Occupational Survey Branch
USAF Occupational Measurement Center

SUMMARY OF RESULTS

1. The Electronic Communications and Cryptographic Equipment Systems Repair (AFS 306X0/91) Career Ladder is functionally arranged around equipment and maintenance support functions. Seven major job clusters or groups were identified as dealing directly with equipment maintenance. Seven other job clusters were identified in the area of maintenance support. Maintenance support being concerned with the administration, scheduling, electronics installation, quality control job control, and training functions. A total of 45 job groups were found within the clusters.
2. Job progression relative to skill level and time in service shows a typical shift from technical to supervisory responsibility with increasing skill level and time in service.
3. Plans for reenlistment increase with time in service to a high of 96 percent intending to reenlist after the fourth enlistment. Job interest shows a similar trend with increasing time. Responses to questions concerning perceived utilization of talents and utilization of training show that a large percentage of personnel do not feel their talents or training are being utilized well.
4. Specialty descriptions in AFM 39-1 do not adequately describe the electronics installation function of this specialty.
5. Usual comparisons of occupational survey data with the Plan of Instruction for 3ABR30630 were not possible, due to special training requirements imposed by the National Security Agency (NSA). The STS was reviewed and only generally compared to survey results since special training requirements also affect training documentation.

**OCCUPATIONAL SURVEY REPORT
ELECTRONIC COMMUNICATIONS AND CRYPTOGRAPHIC
EQUIPMENT SYSTEMS REPAIR CAREER LADDER
AFSC'S 30630, 30650, 30670, AND 30691**

INTRODUCTION

This is a report of an occupational survey of the Electronic Communications and Cryptographic Equipment Systems Repair Career Ladder, AFSCs 30630, 30650, 30670, and 30691 conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from 26 February 1976 through 15 November 1976.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current training and career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-306-201. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 1,111 tasks grouped under 26 headings. Thorough research of publications and directives, personal interviews with 31 subject-matter specialists at four bases, and written reviews from 80 experienced Electronic Communications and Cryptographic Equipment Systems Repair personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 2,498 job incumbents holding the DAFSCs identified above. Survey administration occurred from 26 February 1976 through 21 July 1976 based upon the January 1976 Uniform Airman Record. Tables 1 and 2 give the distribution of assigned personnel in the career ladder as of 31 July 1976 and the percentage by major command of inventory booklets returned from the field. The large discrepancy in Table 1 with respect to command representation for AFCS and SAC is due to AFCS assuming responsibility for much of SAC's electronic communications and cryptographic systems equipment maintenance since the inventory was administered. The sample of incumbents represents 72 percent ($N=1725$) of career ladder members.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job. The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey, there were no significant tasks or comments submitted by the survey respondents.

TABLE 1
COMMAND REPRESENTATION IN SURVEY SAMPLE

| <u>COMMAND</u> | <u>PERCENT OF ASSIGNED*</u> | <u>PERCENT OF SURVEY SAMPLE</u> |
|----------------|---------------------------------|-------------------------------------|
| AFCS | 70 | 48 |
| SAC | 2 | 18 |
| ATC | 8 | 8 |
| USAFSS | 7 | 8 |
| ADC | 6 | 7 |
| AFSC | 1 | 5 |
| TAC | 2 | 2 |
| AFLC | LESS THAN 1 | LESS THAN 1 |
| AU | 1 | LESS THAN 1 |
| HQCOMD | 0 | LESS THAN 1 |
| HQ USAF | 0 | LESS THAN 1 |
| MAC | LESS THAN 1 | LESS THAN 1 |
| PACAF | LESS THAN 1 | LESS THAN 1 |
| USAFE | 2 | LESS THAN 1 |
| AAC | 1 | 0 |

* UAR DATED 31 JULY 1976

TABLE 2
REPRESENTATION OF SURVEY SAMPLE BY DAFSC

| <u>DAFSC</u> | <u>PERCENT ASSIGNED</u> | <u>PERCENT OF SURVEY SAMPLE</u> |
|--------------|-----------------------------|-------------------------------------|
| 30630/30650 | 71 | 68 |
| 30670 | 25 | 29 |
| 30691 | 4* | 3** |

* ALL 30691

** SURVEYED ONLY 30691 PERSONNEL WHO SUPERVISED 306X0 PERSONNEL

CAREER LADDER STRUCTURE

The job structure of the 306X0/91 career ladder was determined on the basis similarity in the tasks performed by incumbents in the field, independent of DAFSC or other background similarity. The products of the computerized hierarchical grouping procedure used in this part of the analysis helped identify: (1) tasks which tended to be performed together in the field by the same incumbents, (2) the breadth or narrowness of jobs in the field, and (3) tasks and incumbents background characteristics which may be used for distinguishing between the functional requirements in the field as they existed at the time of the survey. Structure analysis therefore provided an objective indication of the amount of task overlap between various groups of incumbents included in the survey.

Based on task overlap, the best division among jobs performed in the Electronic Communication and Cryptographic Equipment Systems Repair Career Ladder was determined to be that illustrated by the diagram, Figure 1, on the following page. The GRP numbers following each group are computer printed identifiers used to define aggregations of personnel.

The groups identified represent more than 86 percent of the total sample for the survey.

There are two types of job groups identified: clusters and job types. A cluster describes a range of jobs performed that have some commonality between the jobs. A job type is a more narrowly defined job. There is a good deal of commonality of tasks performed and time spent on tasks by the members of the group. The relationship between clusters and job types can be further illustrated by noting that a cluster will usually contain two or more job types. Differences between clusters are more pronounced and clear cut than differences between job types within each cluster.

Job groups in the 306X0/91 career ladder formed around the common pieces of equipment maintained. Large-scale differences were usually based on time spent maintaining a single piece of equipment; but smaller differences, leading to more specialized jobs within the larger groups, resulted from the amount of time spent on tasks related to one, two, or perhaps three other pieces of equipment. These job differences are depicted in Figures 2 through 10 in Appendix A. Detailed descriptions of these groups will be found in Appendix B. Figure 1 depicts the large scale job differences, and the succeeding figures show the smaller job differences that were found within several of the larger groups.

The major job groupings found are presented in Table 3 and Figure 1. The titles given to these groups are based on the composite job descriptions of the groups, job titles selected by survey respondents, and background information responses. The equipment maintenance job types are based on the piece of equipment that was typically maintained by the group members and which was most time consuming for the group as a whole. The major piece of equipment was usually not the only item maintained, but was the most useful identifying the group.

The major groups identified during analysis of the data are:

Work Center Supervisors

GP0137, Work Center Supervisors. This group, consists of four percent of the sample, who are senior technicians having responsibility for equipment maintenance and supervision.

Equipment Maintenance

GP0180, KY-3 Specialists. This group of airmen (13 percent of the sample) spend more time maintaining the KY-3 than any other piece of equipment. While they do maintain other pieces of equipment, the thread of commonality among the job types in this cluster is that KY-3 tasks generally require more time of the groups than the other pieces of equipment.

GP0126, KG-13 Specialists. Members of this cluster, which contained 30 percent of the sample, spend more time maintaining KG-13's than any other piece of equipment. As with the previous group described, incumbents in job types within this cluster maintain other equipment, as well as, the KG-13, but the KG-13 tasks are common among these personnel.

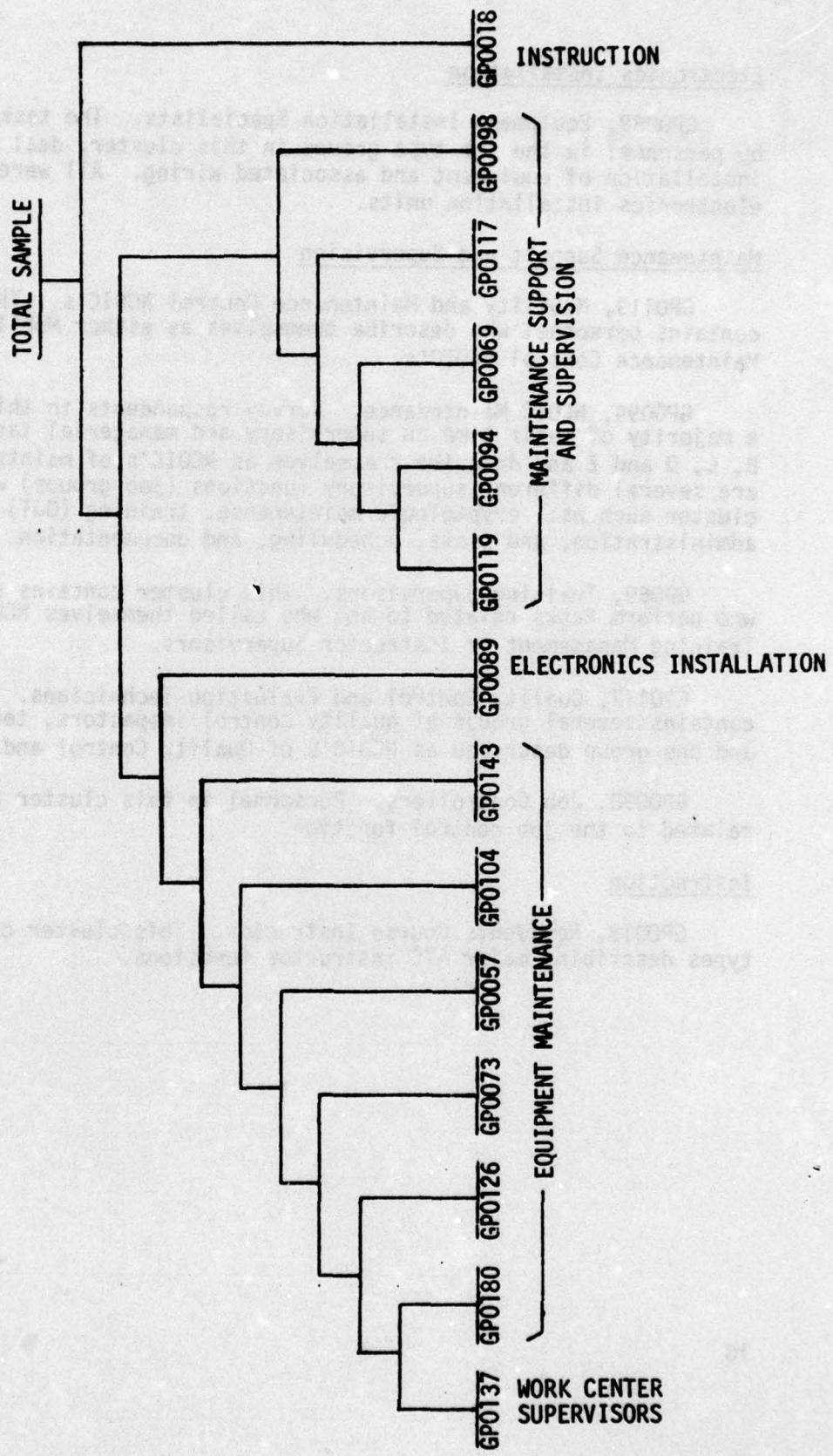
GP0073, KW-26 Maintenance Supervisors. This small group of technicians has a dual responsibility, both the maintenance of the KW-26 and the supervision of that maintenance.

GP0057, KW-7 Specialists. The thread of commonality among incumbents in the job types within this cluster is the large amount of time spent maintaining the KW-7.

GP0104, Teletype Maintenance Specialists. This small job type contains survey respondents who primarily perform maintenance on teletype equipment. Ninety percent are assigned to USAFSS.

GP0143, SAC EUR Command Alerting Reporting System (SCARS) Maintenance Specialists. This group of incumbents report the preponderance of their maintenance responsibility is with SCARS.

FIGURE 1
SIMPLIFIED FUNCTIONAL CAREER LADDER STRUCTURE



Electronics Installation

GP0089, Equipment Installation Specialists. The tasks performed by personnel in the job type groups in this cluster, deal with the installation of equipment and associated wiring. All were assigned to electronics installation units.

Maintenance Support and Supervision

GP0119, Mobility and Maintenance Control NCOIC's. This small cluster contains personnel who describe themselves as either Mobility NCOIC's or Maintenance Control NCOIC's.

GP0094, NCOIC Maintenance. Survey respondents in this group spent a majority of their time on supervisory and managerial tasks from Duties A, B, C, D and E and describe themselves as NCOIC's of maintenance. There are several different supervisory functions (job groups) within this cluster such as: cryptologic maintenance, training (OJT) management, administration, and plans, scheduling, and documentation.

GP069, Training Supervisors. This cluster contains respondents who perform tasks related to and who called themselves NCOIC's of Training Management or Instructor Supervisors.

GP0117, Quality Control and Evaluation Technicians. This cluster contains several groups of quality control inspectors, technicians and one group described as NCOIC's of Quality Control and Evaluation.

GP0098, Job Controllers. Personnel in this cluster perform tasks related to the job control function.

Instruction

GP0018, Residents Course Instructor. This cluster contains six job types describing major ATC instructor functions.

TABLE 3
MAJOR JOB GROUPS IDENTIFIED IN FUNCTIONAL
CAREER LADDER STRUCTURE (SEE FIGURE 1)

| <u>GROUP ID</u> | <u>JOB TITLE</u> | <u>PERCENT OF SAMPLE</u> |
|--|---|------------------------------|
| <u>WORK CENTER SUPERVISORS</u> | | |
| GP0137 CLUSTER | WORK CENTER SUPERVISORS | 8 |
| <u>EQUIPMENT MAINTENANCE</u> | | |
| GP0180 CLUSTER | KY-3 SPECIALISTS | 23 |
| GP0126 CLUSTER | KG-13 SPECIALISTS | 30 |
| GP0073 JOB GROUP | KW-26 MAINTENANCE SUPERVISORS | LESS THAN 1 |
| GP0057 CLUSTER | KW-7 SPECIALISTS | 4 |
| GP0104 JOB GROUP | TELETYPE MAINTENANCE SPECIALISTS | LESS THAN 1 |
| GP0143 JOB GROUP | SCARS MAINTENANCE SPECIALISTS | LESS THAN 1 |
| <u>ELECTRONICS INSTALLATION</u> | | |
| GP0089 CLUSTER | EQUIPMENT INSTALLATION SPECIALISTS | 1 |
| <u>MAINTENANCE SUPPORT AND SUPERVISION</u> | | |
| GP0119 CLUSTER | MOBILITY AND MAINTENANCE CONTROL NCOICS | LESS THAN 1 |
| GP0094 CLUSTER | NCOIC MAINTENANCE | 8 |
| GP0069 CLUSTER | TRAINING SUPERVISORS | 1 |
| GP0117 CLUSTER | QUALITY CONTROL AND EVALUATION TECHNICIANS | 3 |
| GP0098 CLUSTER | JOB CONTROLLERS | 3 |
| <u>INSTRUCTION</u> | | |
| GP0018 CLUSTER | RESIDENT COURSE INSTRUCTORS | 5 |
| <u>OTHER</u> | | |
| | | 12 |

SKILL LEVEL PROGRESSION

DAFSC 30650

Job incumbents in this group of 1058 respondents (approximately 65 percent of the total sample) spend more time performing technical tasks than members of any other DAFSC group (See Table 4). Twenty percent of their job time is spent Performing General Maintenance Functions (Duty F), 16 percent of their job time is spent Maintaining the KG-13 (Duty I), 10 percent is spent Maintaining the KW-26 (Duty G) and 10 percent of their time is spent on tasks dealing with Maintaining KY-3 (Duty J). The amount of time spent on supervisory tasks is low.

Representative tasks performed by members of this group are presented in Table 5. The highest percentage of personnel performing any one task is 77 percent. Most of the tasks in Table 5 come from the job inventory sections related to Performing General Maintenance Functions (Duty F) and Maintaining the KG-13 (Duty I). Even though two other duties, Maintaining the KW-26 (Duty G) and Maintaining the KY-3 (Duty J) each require 10 percent of the time spent for group members, as a whole. Less than 50 percent of the group members report performing any one task from either of these two duties.

One percent or less of the job time of DAFSC 30650 personnel is spent performing tasks related to maintaining the following pieces of equipment: KY-8, KY-28, KY-38, KY-28 and KG-29, KY-9, KG-24, KWT-37, KWR-37, KG-30 family, KG-20, HN-9, FYC-3 and modems. The time spent figures for tasks concerning these items of equipment are low across all DAFSC groups indicating one or more of the following factors: (1) equipment obsolescence, (2) infrequent use, (3) low maintenance requirements, (4) equipment maintained by more experienced personnel, or (5) the equipment is maintained by personnel in other AFSCs.

TABLE 4
PERCENT TIME SPENT IN DUTIES BY DAFSC GROUPS

| DUTY | DAFSC 30650 (N=1058) | DAFSC 30670 (N=496) | DAFSC 30691 (N=51) |
|---|----------------------------|---------------------------|--------------------------|
| A PLANNING AND ORGANIZING | 6 | 18 | 40 |
| B DIRECTING AND IMPLEMENTING | 2 | 8 | 18 |
| C INSPECTING AND EVALUATING | 2 | 11 | 19 |
| D TRAINING | 4 | 10 | 5 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 8 | 11 | 11 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 20 | 12 | 5 |
| G MAINTAINING KW-26 | 10 | 5 | * |
| H MAINTAINING HY-2 | 4 | 2 | * |
| I MAINTAINING KG-13 | 16 | 6 | 1 |
| J MAINTAINING KY-3 | 10 | 5 | 1 |
| K MAINTAINING KW-7 | 6 | 3 | * |
| L MAINTAINING KY-8 | * | * | * |
| M MAINTAINING KY-28 | * | * | * |
| N MAINTAINING KY-38 | * | * | * |
| O MAINTAINING KG-28 AND KG-29 | * | * | * |
| P MAINTAINING KY-9 | * | * | * |
| Q MAINTAINING KG-24 | * | * | * |
| R MAINTAINING KWT-37 | * | * | * |
| S MAINTAINING KWR-37 | * | * | * |
| T KG-30 FAMILY | * | * | * |
| U MAINTAIN KG-20 | * | * | * |
| V MAINTAINING MODEMS | 1 | 1 | * |
| W ISOLATING MALFUNCTIONS AND REPAIRING ANCILLARY EQUIPMENT | 3 | 2 | * |
| X MAINTAINING HN-9 AND FYC-3 | * | * | * |
| Y INSTALLING, MAINTAINING, MODIFYING, ADJUSTING AND OPERATING ANCILLARY EQUIPMENT | 3 | 2 | * |
| Z PERFORMING PREVENTIVE MAINTENANCE INSPECTIONS ON ANCILLARY EQUIPMENT | 1 | 1 | * |

* LESS THAN ONE PERCENT

TABLE 5
REPRESENTATIVE TASKS PERFORMED BY DAFSC 30650 RESPONDENTS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|---|-------------------------------|
| F265 CLEAN OR LUBRICATE EQUIPMENT | 77 |
| F264 CHECK WIRING HARNESSES, CABLES, OR CONNECTIONS | 77 |
| F323 SOLDER FAULTY CONNECTIONS | 76 |
| F322 SET UP TEST EQUIPMENT | 75 |
| F314 REPLACE PANEL LIGHTS, FUSES, OR SWITCHES | 73 |
| F326 SOLDER TWO LEAD COMPONENTS | 71 |
| F293 PERFORM FACILITY CLEANING FUNCTIONS | 69 |
| F325 SOLDER MULTI-LEAD COMPONENTS | 68 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 67 |
| I423 ADJUST KG-13 POWER SUPPLY DC VOLTAGES | 67 |
| I430 ISOLATE MALFUNCTIONS WITHIN KG-13 KEY GENERATOR | 67 |
| F319 RESEARCH PART NUMBERS FOR CRYPTOGRAPHIC EQUIPMENT | 66 |
| I426 CORRECT DISCREPANCIES FOUND DURING KG-13 PMIS | 64 |
| I432 ISOLATE MALFUNCTIONS WITHIN KG-13 POWER SUPPLY | 64 |
| I442 PERFORM KG-13 PMIS | 63 |
| I429 ISOLATE MALFUNCTIONS WITHIN KG-13 BUFFER UNIT | 63 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 62 |
| F292 PAINT EQUIPMENT OR FACILITIES | 62 |
| I421 ACCOMPLISH KG-13 MODIFICATIONS | 62 |
| F312 REPAIR OR MAINTAIN TEST LEADS | 62 |
| I451 REMOVE OR REPLACE KG-13 KEY GENERATOR | 61 |
| I453 REMOVE OR REPLACE KG-13 POWER SUPPLY | 61 |
| F266 COORDINATE EQUIPMENT FUNCTIONS WITH TECH CONTROLLERS OR DISTANT END USERS | 60 |

DAFSC 30670

There is a marked increase in time spent performing supervisory tasks among 7-skill level personnel. The time spent on tasks concerning Organizing and Planning (Duty A), Directing and Implementing (Duty B), and Inspecting and Evaluating (Duty C), and Training (Duty D) is only 14 percent for survey respondents with a 5-skill level; but for 7-skill level job incumbents tasks from the same four duties account for 47 percent time spent. This shift from technical to supervisory responsibilities is also evident in percent members performing tasks. One hundred sixty-nine tasks are performed by 10 percent or more of the DAFSC 30650 personnel than of the DAFSC 30670 personnel. All of these 169 tasks were from technical duties. On the other hand, 159 tasks were performed by 10 percent or more of the DAFSC 30670 respondents than the DAFSC 30650 respondents. All of these tasks deal with supervision, training, or administration. Tasks representative of these differences are listed in Table 6.

The shift towards supervisory responsibilities is further evidenced by the representative tasks performed by 7-skill level survey respondents (See Table 7). These tasks are performed by relatively small percentages of respondents, which in part is due to the requirement for these job incumbents to perform a number of technical tasks. Supervisory tasks are usually more time consuming.

TABLE 6

REPRESENTATIVE DIFFERENCES IN TASK PERFORMANCE BETWEEN
DAFSC 30650 PERSONNEL AND DAFSC 30670 PERSONNEL

| TASK | PERCENT PERFORMING | | | DIFFERENCE |
|---|--------------------|-------------|--|------------|
| | DAFSC 30650 | DAFSC 30670 | | |
| I442 PERFORM KG-13 PMIS | 63 | 33 | | 30 |
| F314 REPLACE PANEL LIGHTS, FUSES, OR SWITCHES | 73 | 43 | | 30 |
| I455 REMOVE OR REPLACE KG-13 SYNCHRONIZERS | 62 | 35 | | 27 |
| I423 ADJUST KG-13 POWER SUPPLY DC VOLTAGES | 67 | 40 | | 27 |
| I461 REPLACE COMPONENTS ON KG-13 KEY GENERATOR PCB'S | 51 | 29 | | 22 |
| I431 ISOLATE MALFUNCTIONS WITHIN KG-13 MAIN CHASSIS OR CABINET WIRING | 57 | 36 | | 21 |
| Z1102 PERFORM PMIS ON CRYPTOGRAPHIC ANCILLARY UNITS (CAUS) | 43 | 24 | | 19 |
| G349 ISOLATE MALFUNCTIONS WITHIN KW-26 DRIVER PACKAGE OR CORE BOARDS | 44 | 28 | | 16 |
| F281 ISOLATE VOICE OR AUDIO MALFUNCTIONS | 46 | 31 | | 15 |
| F291 OPERATE TELETYPE MACHINES | 34 | 22 | | 12 |
| | | | | |
| B78 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS | 12 | 58 | | -46 |
| A37 DRAFT CORRESPONDENCE | 14 | 57 | | -43 |
| C154 REVIEW CRYPTOGRAPHIC MAINTENANCE AND EXPERIENCE RECORDS (DD FORM 1435) | 10 | 48 | | -38 |
| A4 ATTEND CONFERENCES, BRIEFINGS, OR MEETINGS | 37 | 67 | | -30 |
| C155 REVIEW MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349) | 22 | 49 | | -27 |
| C134 EVALUATE COMPLIANCE WITH WORK STANDARDS | 7 | 32 | | -25 |
| A39 DRAFT MAINTENANCE REPORTS | 11 | 31 | | -20 |
| B89 DIRECT OR IMPLEMENT OJT PROGRAMS | 7 | 27 | | -20 |
| C123 ANALYZE MAINTENANCE DATA COLLECTION REPORTS | 11 | 30 | | -19 |
| A49 PLAN OR PREPARE STATUS BOARDS, CHARTS, OR GRAPHS | 20 | 39 | | -19 |

TABLE 7
REPRESENTATIVE TASKS PERFORMED BY DAFSC 30670 RESPONDENTS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|--|-------------------------------|
| A4 ATTEND CONFERENCES, BRIEFINGS OR MEETINGS | 67 |
| B78 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS | 58 |
| A37 DRAFT CORRESPONDENCE | 57 |
| F264 CHECK WIRING HARNESSSES, CABLES OR CONNECTIONS | 54 |
| F319 RESEARCH PART NUMBERS FOR CRYPTOGRAPHIC EQUIPMENT | 53 |
| F322 SET UP TEST EQUIPMENT | 53 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 52 |
| F282 LOCATE MAINTENANCE INFORMATION IN TECHNICAL PUBLICATIONS | 52 |
| C151 INSPECT INSTALLED, REPAIRED, OR MODIFIED EQUIPMENT | 48 |
| D172 CONDUCT PROFICIENCY TRAINING | 47 |
| A29 DETERMINE WORK PRIORITIES | 46 |
| C156 REVIEW MAINTENANCE RECORDS OR REPORTS | 41 |

DAFSC 30691

The job of the DAFSC 30691 respondents is almost purely supervisory and managerial. A total of 77 percent of their duty time is spent performing tasks from the first three supervisory duties: Organizing and Planning (Duty A), 40 percent; Directing and Implementing (Duty B), 18 percent; and Inspecting and Evaluating (Duty C), 19 percent. Additionally five percent of the duty time of 9-skill level job incumbents is spent in Training (Duty D) and 11 percent Performing Maintenance Administration (Duty E). These five duties account for 93 percent of the time spent for this skill level group.

This group is differentiated from the DAFSC 30670 group by higher percentages of 9-skill level personnel performing supervisory tasks and lower percentages of performing technical tasks; Table 8 illustrates these differences. Representative tasks performed by DAFSC 30691 are presented in Table 9.

TABLE 8
REPRESENTATIVE DIFFERENCES IN TASK PERFORMANCE BETWEEN
DAFSC 30670 PERSONNEL AND DAFSC 30691 PERSONNEL

| TASK | PERCENT PERFORMING | | | DIFFERENCE |
|---|--------------------|-------------|--|------------|
| | DAFSC 30670 | DAFSC 30691 | | |
| F264 CHECK WIRING HARNESSES, CABLES OR CONNECTIONS | 54 | 8 | | 46 |
| F323 SOLDER FAULTY CONNECTIONS | 48 | 6 | | 42 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 48 | 9 | | 39 |
| I423 ADJUST KG-13 POWER SUPPLY DC VOLTAGES | 40 | 4 | | 36 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 45 | 12 | | 33 |
| G352 ISOLATE MALFUNCTIONS WITHIN KW-26 MAIN CHASSIS OR CABINET WIRING | 26 | 0 | | 26 |
| C155 REVIEW MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349) | 49 | 24 | | 25 |
| F226 PREPARE CONDITION STATUS TAGS (DD FORMS 1574, 1577, AND 1577-2) | 36 | 12 | | 24 |
| A2 ASSIGN PERSONNEL TO DUTY POSITIONS | 22 | 76 | | -55 |
| A5 CONDUCT CONFERENCES, BRIEFINGS, OR MEETINGS | 35 | 86 | | -51 |
| A9 COORDINATE WITH CHIEF OF MAINTENANCE ON STAFF FUNCTIONS | 25 | 73 | | -48 |
| A37 DRAFT CORRESPONDENCE | 57 | 94 | | -37 |
| B79 DIRECT ADMINISTRATIVE FUNCTIONS | 16 | 51 | | -35 |
| C149 EVALUATE WORK SCHEDULES | 25 | 59 | | -34 |
| A15 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON JOB CONTROL | 31 | 65 | | -34 |
| A49 PLAN OR PREPARE STATUS BOARDS, CHARTS, OR GRAPHS | 39 | 63 | | -24 |

TABLE 9
REPRESENTATIVE TASKS PERFORMED BY DAFSC 30691 RESPONDENTS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|--|-------------------------------|
| A4 ATTEND CONFERENCES, BRIEFINGS OR MEETINGS | 98 |
| A37 DRAFT CORRESPONDENCE | 94 |
| A5 CONDUCT CONFERENCES, BRIEFINGS, OR MEETINGS | 86 |
| C163 WRITE OR INDORSE AIRMEN PERFORMANCE RATINGS | 82 |
| B78 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS | 82 |
| A62 PREPARE OR UPDATE LOCAL OPERATING INSTRUCTIONS | 80 |
| A3 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL | 76 |
| A39 DRAFT MAINTENANCE REPORTS | 67 |
| A51 PLAN OR SCHEDULE WORK ASSIGNMENTS | 61 |
| C124 ANALYZE SHOP OPERATIONS AND PROCEDURES | 55 |

AFM 39-1 SPECIALTY DESCRIPTIONS

Specialty descriptions for AFS 306X0/91 in AFM 39-1 were compared with survey data. With one exception the present specialty descriptions appear adequate. The exception is electronics installation. Survey data show clearly that electronics installation tasks are performed by DAFSC 306X0 personnel; however, the current AFM 39-1 specialty descriptions do not adequately represent these tasks.

DISCUSSION OF AFMS GROUPS

There is a steady increase in time spent on tasks related to training, supervision, and administration (Duties A through E) from the 12-24 months AFMS group (10 percent time spent) through the 97-144 months AFMS group (39 percent time spent). Approximately 10 percent more time is spent on these tasks by members of each succeeding AFMS group (See Table 10). However, for personnel with 145-192 months AFMS, there is a dramatic increase with time spent on training, supervisory, and administrative tasks jumping to 60 percent of duty time. Members' of the next group, 193-240 months AFMS, spend only six percent more time on tasks from Duties A through E. There is another large increase in time spent on training, supervision, and administration tasks among personnel with 241+ months AFMS. For job incumbents in that group the figure reaches 83 percent of duty time spent on supervisory and administrative tasks. On the whole then, the performance of technical tasks is primarily the responsibility of incumbents with 12 to 144 months AFMS. For survey respondents with 145 or more months AFMS supervision becomes the primary responsibility.

A correlative trend across AFMS groups is a general decrease in time spent on tasks in several technical duties, as time on active duty increases. These duties are Performing General Maintenance Functions (Duty F), Maintaining KW-26 (Duty G), Maintaining KG-13 (Duty I), Maintaining KY-3 (Duty J), and Maintaining KW-7 (Duty K). Time spent on Maintaining HY-2 (Duty H) tasks rises slightly for personnel with 24-48 months AFMS in comparison to personnel with 12-24 months AFMS. Then there is a decrease in time spent on tasks from Duty H by job incumbents in their second and third enlistments.

Across AFMS groups small amounts of time are spent on tasks dealing with Maintaining Modems (Duty V) and Isolating Malfunctions, and Repairing Ancillary Equipment (Duty W), Installing, Maintaining, Modifying, Adjusting and Operating Ancillary Equipment (Duty Y), and Performing Preventive Maintenance Inspections on Ancillary Equipment (Duty Z). Virtually no time is spent maintaining a number of systems by members of any AFMS group. These systems are: KY-8; KY-28; KY-38; KG-28; KG-29; KY-9; KG-24; KNT-37; KWR-37; KG-30 family; KG-20; HN-9; and FYC-3.

TABLE 10

PERCENT TIME SPENT IN DUTIES BY AFMS GROUPS

| DUTY | PERCENT TIME SPENT | | | | 241+ MOS AFMS | |
|--|---------------------|----------------------|----------------------|-----------------------|---------------------|----|
| | 6-24 MOS AFMS | 25-48 MOS AFMS | 49-96 MOS AFMS | 97-144 MOS AFMS | | |
| A PLANNING AND ORGANIZING | 2 | 5 | 7 | 10 | 18 | 21 |
| B DIRECTING AND IMPLEMENTING | 1 | 2 | 3 | 5 | 8 | 9 |
| C INSPECTING AND EVALUATING | 1 | 2 | 4 | 7 | 11 | 12 |
| D TRAINING | 1 | 2 | 5 | 7 | 10 | 14 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 5 | 7 | 9 | 9 | 13 | 11 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 25 | 20 | 19 | 17 | 13 | 11 |
| G MAINTAINING KG-26 | 11 | 5 | 9 | 7 | 5 | 4 |
| H MAINTAINING KY-2 | 3 | 5 | 4 | 4 | 2 | 1 |
| I MAINTAINING KG-13 | 24 | 18 | 13 | 10 | 6 | 4 |
| J MAINTAINING KY-3 | 13 | 11 | 7 | 7 | 3 | 4 |
| K MAINTAINING KG-7 | 6 | 7 | 7 | 5 | 4 | 2 |
| L MAINTAINING KY-8 | * | * | * | * | 1 | * |
| M MAINTAINING KY-28 | * | * | * | * | * | * |
| N MAINTAINING KY-38 AND KG-29 | * | * | * | * | * | * |
| O MAINTAINING KG-28 AND KG-29 | * | * | * | * | * | * |
| P MAINTAINING KY-9 | * | * | * | * | 1 | * |
| Q MAINTAINING KG-24 | * | * | * | * | 1 | * |
| R MAINTAINING KWT-37 | * | * | * | * | 1 | * |
| S MAINTAINING KWR-37 | * | * | * | * | 1 | * |
| T KG-30 FAMILY | * | * | * | * | 1 | * |
| U MAINTAINING KG-20 | * | * | * | * | 1 | * |
| V MAINTAINING MODEMS | * | * | * | * | 1 | * |
| W ISOLATING MALFUNCTIONS AND REPAIRING | * | * | * | * | 1 | * |
| X ANCILLARY EQUIPMENT | 2 | 3 | 3 | 3 | 3 | 2 |
| Y MAINTAINING HN-9 AND FYC-3 | * | * | * | * | 1 | * |
| Z INSTALLING, MAINTAINING, MODIFYING, ADJUSTING, AND OPERATING ANCILLARY EQUIPMENT | 2 | 3 | 3 | 3 | 3 | 2 |
| Z PERFORMING PREVENTIVE MAINTENANCE INSPECTIONS ON ANCILLARY EQUIPMENT | 1 | 1 | 1 | 1 | 1 | * |

* LESS THAN ONE PERCENT

12-24 Months AFMS

The job of this group of 159 job incumbents is centered on tasks from four duties: Performing General Maintenance Functions (Duty F), 25 percent time spent; Maintaining KG-13 (Duty I), 24 percent time spent; Maintaining KY-3 (Duty J), 13 percent time spent; and, Maintaining KW-26 (Duty G), 11 percent time. Ninety-eight percent of the members of this group reported performing at least one task related to Performing General Maintenance Functions (Duty F), 90 percent accomplish at least one task dealing with Maintaining KG-13 (Duty I). This indicates that although the maintenance of the KY-3 and KW-26 are not performed by large percentages of 12-24 months AFMS respondents, such tasks are very time consuming for those people who do perform that maintenance. Conversely, at least one Maintenance Administration (Duty E) task is performed by a high percentage, 86 percent, of personnel; but, on the average, only five percent of the group members job time is required.

Table 11 lists representative tasks performed by first job assignment personnel from Duty F, Performing General Maintenance Functions. Table 12 depicts representative tasks related to Maintaining the KG-13 (Duty I) and Maintaining the KW-26 (Duty G). Tasks from these two duties were chosen because they are performed by relatively high percentages of personnel and are time consuming.

TABLE 11

TASKS REPRESENTATIVE OF GENERAL MAINTENANCE FUNCTIONS PERFORMED
BY SURVEY RESPONDENTS WITH 12-24 MONTHS IN CAREER FIELD

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|---|-------------------------------|
| F264 CHECK WIRING HARNESSES, CABLES OR CONNECTIONS | 84 |
| F314 REPLACE PANEL LIGHTS, FUSES OR SWITCHES | 84 |
| F265 CLEAN OR LUBRICATE EQUIPMENT | 83 |
| F323 SOLDER FAULTY CONNECTIONS | 83 |
| F332 SET UP TEST EQUIPMENT | 82 |
| F326 SOLDER TWO LEAD COMPONENTS | 81 |
| F263 ASSEMBLE OR DISASSEMBLE EQUIPMENT | 76 |
| F325 SOLDER MULTI-LEAD COMPONENTS | 70 |
| F319 RESEARCH PART NUMBERS FOR CRYPTOGRAPHIC EQUIPMENT | 67 |
| F312 REPAIR OR MAINTAIN TEST LEADS | 67 |
| F266 COORDINATE EQUIPMENT FUNCTIONS WITH TECH CONTROLLERS OR DISTANT END USERS | 58 |
| F261 ANALYZE MALFUNCTIONS FOR POSSIBLE CRYPTOLOGIC FAILURE | 56 |
| F327 STENCIL, LETTER, OR INSTALL DECALS ON EQUIPMENT | 56 |
| F309 REMOVE CORROSION FROM EQUIPMENT | 53 |
| F305 PERFORM TEMPEST INSPECTIONS | 45 |

TABLE 12

TASKS REPRESENTATIVE OF EQUIPMENT MAINTENANCE FUNCTIONS
PERFORMED BY SURVEY RESPONDENTS WITH 12-24 MONTHS IN CAREER FIELD

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|---|-------------------------------|
| I442 PERFORM KG-13 PMIS | 76 |
| I426 CORRECT DISCREPANCIES FOUND DURING KG-13 PMIS | 74 |
| I423 ADJUST KG-13 POWER SUPPLIES DC VOLTAGES | 74 |
| I451 REMOVE OR REPLACE KG-13 KEY GENERATOR | 72 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 71 |
| I429 ISOLATE MALFUNCTIONS WITHIN KG-13 BUFFER UNIT | 71 |
| I421 ACCOMPLISH KG-13 MODIFICATIONS | 69 |
| I452 REMOVE OR REPLACE KG-13 KEY GENERATOR PCBS | 66 |
| I441 PERFORM KG-13 SECURITY CHANGES, SECURITY CHANGE INSPECTIONS OR ALARM CHECKS | 64 |
| I456 REMOVE OR REPLACE KG-13 SYNCHRONIZER PCBS | 60 |
| G340 CHECK OPERATION OF KW-26 EQUIPMENT | 49 |
| G338 ADJUST KW-26 POWER SUPPLY DC VOLTAGES | 45 |
| G358 PERFORM KW-26 PMIS | 43 |
| G342 CORRECT DISCREPANCIES FOUND DURING KW-26 PMIS | 42 |
| G360 PERFORM KW-26 SECURITY CHANGES, SECURITY CHANGE INSPECTIONS, AND ALARM CHECKS | 36 |

25-48 Months AFMS

Major differences in the tasks performed by job incumbents of this group and members of the 12-24 months AFMS group are that this group has higher percentages of personnel performing a few supervisory and training tasks, and a number of tasks concerned with Maintaining HY-2 (Duty H) and Installing, Maintaining Modifying, Adjusting, and Operating Ancillary Equipment (Duty Y). There were 24 tasks performed by at least 10 percent more respondents with 25-48 months AFMS than 12-24 months AFMS respondents dealing with Maintaining HY-2 (Duty H). There were five tasks from Duty Y performed by 10 percent more 25-48 months AFMS respondents than 12-24 months AFMS respondents; Table 13 shows the performance differences for these two duties.

A majority of the job time (60 percent) of this group of respondents is spent on tasks from four duties: Performing General Maintenance Functions (Duty F), 20 percent; Maintaining KG-13 (Duty I), 18 percent; Maintaining KY-3 (Duty J), 11 percent; and Maintaining KW-26 (Duty G), 11 percent. These figures represent slight decreases from the time spent by the job incumbents in the 12-24 months AFMS group. Slight increases in time spent occur on tasks from the supervisory and administrative duties for members of the 25-48 months AFMS group in comparisons to the personnel in the 12-24 months AFMS group. A high percentage (85 percent) of personnel with 25-48 months AFMS perform one or more task from Performing Maintenance Administration (Duty E); but again, the tasks do not require much time to perform (seven percent time spent for the group as a whole).

Representative tasks performed by the 25-48 months AFMS group are listed in Table 14. One task, E235, Prepare Job Control Documents (JCDS) was included because it was particularly time consuming (four percent time spent on this one task). Apparently there is a small subset of respondents whose primary job is the performance of this and related tasks.

TABLE 13

TASKS DESCRIPTIVE OF JOB PROGRESSION
FROM 12-24 MONTHS AFMS TO 25-48 MONTHS AFMS

| TASK | PERCENT PERFORMING | | |
|---|--------------------|-------|------------|
| | 12-24 | 25-48 | DIFFERENCE |
| H386 CHECK HY-2 VOGAD FOR PROPER TRACKING AND VOICE INDICATIONS | 13 | 29 | 16 |
| H414 REMOVE OR REPLACE HY-2 TRANSMIT PCB'S | 8 | 24 | 16 |
| H412 REMOVE OR REPLACE HY-2 RECEIVE PRINTED CIRCUIT BOARDS | 11 | 27 | 16 |
| H382 ADJUST HY-2 PITCH CIRCUIT LINEARITY | 12 | 27 | 15 |
| H381 ADJUST HY-2 OSCILLATOR FREQUENCY IN TEST MODE | 12 | 27 | 15 |
| H395 CORRECT DISCREPANCIES FOUND DURING HY-2 PMIS | 15 | 30 | 15 |
| H413 REMOVE OR REPLACE HY-2 TELEPHONE HAND SET | 8 | 22 | 14 |
| H403 ISOLATE MALFUNCTIONS WITHIN HY-2 TELEPHONE HAND SET | 9 | 23 | 14 |
| H387 CHECK HY-2 VOGAD FOR SIGNAL-TO-VOICE SPECIFICATIONS | 14 | 28 | 14 |
| H388 CHECK HY-2 VOGAD OUTPUT GAIN | 14 | 28 | 14 |
| H398 ISOLATE MALFUNCTIONS TO HY-2 | 17 | 31 | 14 |
| Y1027 ADJUST SWITCHING CONTROL SUB-SYSTEMS (SCS) PRE-EMPT DETECTOR BOARDS | 10 | 24 | 14 |
| Y1026 ADJUST SCS A5 OR A6 BOARDS | 9 | 22 | 13 |
| Y1028 ADJUST SCS TONE GENERATOR BOARDS | 9 | 22 | 13 |
| H380 ADJUST HY-2 BUZZ-HISS | 16 | 29 | 13 |
| H400 ISOLATE MALFUNCTIONS TO HY-2 RECEIVE CIRCUITRY | 12 | 25 | 13 |
| H404 ISOLATE MALFUNCTIONS TO HY-2 TRANSMIT CIRCUITRY | 11 | 24 | 13 |
| H383 ADJUST HY-2 SPECTRUM ANALYZERS A & B CHANNEL LINEARITY | 12 | 25 | 13 |
| Y1067 MAINTAIN SECOND BOARDS | 7 | 19 | 12 |
| Y1066 MAINTAIN SCSS | 20 | 32 | 12 |
| H391 CHECK OR ADJUST HY-2 POWER SUPPLY DC VOLTAGES | 18 | 30 | 12 |
| H390 CHECK OR ADJUST HY-2 OUTPUT AMPLIFIER | 15 | 27 | 12 |
| H407 PERFORM HY-2 PMIS | 18 | 30 | 12 |
| H392 COORDINATE WITH AUTOSEVOCOM NETWORK FACILITY ON HY-2 VOICE QUALITY | 17 | 29 | 12 |

TABLE 13
(CONTINUED)

TASKS DESCRIPTIVE OF JOB PROGRESSION
FROM 12-24 MONTHS AFMS TO 25-48 MONTHS AFMS

| TASK | PERCENT PERFORMING | | | DIFFERENCE |
|---|--------------------|-------|--|------------|
| | 12-24 | 25-48 | | |
| H384 ADJUST HY-2 VOICE OPERATED GAIN ADJUSTMENT DEVICE (VOGAD) | 16 | 28 | | 12 |
| H402 ISOLATE MALFUNCTIONS WITHIN HY-2 POWER SUPPLY | 12 | 23 | | 11 |
| H399 ISOLATE MALFUNCTIONS WITHIN HY-2 CABINET COMPONENTS | 12 | 23 | | 11 |
| H416 REPLACE COMPONENTS OF HY-2 TRANSMIT PCB'S | 8 | 19 | | 11 |
| H385 CHECK HY-2 INPUT JACKS ON FILTERS AT REAR OF CABINET FOR CRACKS | 14 | 25 | | 11 |

TABLE 14
REPRESENTATIVE TASKS PERFORMED BY RESPONDENTS
WITH 25-48 MONTHS AFMS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|---|-------------------------------|
| F265 CLEAN OR LUBRICATE EQUIPMENT | 79 |
| I423 ADJUST KG-13 POWER SUPPLY DC VOLTAGES | 71 |
| I430 ISOLATE MALFUNCTIONS WITHIN KG-13 KEY GENERATOR | 71 |
| F263 ASSEMBLE OR DISASSEMBLE EQUIPMENT | 70 |
| I433 ISOLATE MALFUNCTIONS WITHIN KG-13 SYNCHRONIZER | 70 |
| I442 PERFORM KG-13 PMIS | 67 |
| I451 REMOVE OR REPLACE KG-13 KEY GENERATOR | 66 |
| I421 ACCOMPLISH KG-13 MODIFICATIONS | 66 |
| I453 REMOVE OR REPLACE KG-13 POWER SUPPLY | 65 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 63 |
| F266 COORDINATE EQUIPMENT FUNCTIONS WITH TECH CONTROLLERS OR DISTANT END USERS | 61 |
| E222 MAKE ENTRIES ON REPAIRABLE ITEM PROCESSING TAGS (AFTO FORM 350) | 60 |
| F282 LOCATE MAINTENANCE INFORMATION IN TECHNICAL PUBLICATIONS | 58 |
| W936 ISOLATE MALFUNCTIONS TO CRYPTO-ANCILLARY UNITS (CAUS) | 52 |
| E235 PREPARE JOB CONTROL DOCUMENTS (JCDS) (AF FORM 2445) | 15 |

49-96 Months AFMS (N=229)

As stated earlier in this discussion, supervisory responsibilities slowly become more time consuming with increasing AFMS. Supervisory, training, and administrative tasks take up 38 percent of the job time of the respondents with 49-96 months AFMS. With this increase in time spent on supervisory, training, and administration there is a corresponding decrease in time spent on technical tasks (See Table 10).

This group of respondents has smaller percentages of personnel performing tasks from Maintaining KG-13 (Duty I) and Maintaining KY-3 (Duty J), than the 25-48 months AFMS respondents. Twelve tasks from Maintaining KG-13 (Duty I) were performed by at least 10 percent more of the 25-48 months AFMS respondents than the 49-96 months AFMS respondents; also 16 tasks from Maintaining KY-3 (Duty J) were in this category. (See Table 15).

Conversely, at least 10 percent more of the 49-96 months AFMS respondents perform eight tasks from Organizing and Planning (Duty A), three tasks from Directing and Implementing (Duty B), 10 tasks from Inspecting and Evaluating (Duty C), eight tasks from Training (Duty D), five tasks from Performing Maintenance Administration (Duty E), and three tasks each from Performing General Maintenance Functions (Duty F) and Isolating Malfunctions and Repairing Ancillary Equipment (Duty W). Table 16 shows some tasks representative of the shift in emphasis. These differences are further indications of the increasing role of supervision, training, and administration, as months AFMS increase. However, the vast majority of the job time (72 percent) for respondents with 49-96 months AFMS is spent maintaining equipment (See Table 10), especially the KW-26, HY-2, KG-13, KY-3 and KW-7.

TABLE 15

TASKS PERFORMED BY GREATER PERCENTAGES OF RESPONDENTS
WITH 25-48 MONTHS AFMS THAN 49-96 MONTHS AFMS

| TASK | PERCENT PERFORMING | | |
|--|--------------------|-------|------------|
| | 25-48 | 49-96 | DIFFERENCE |
| I439 PERFORM KG-13 RANDOMIZER TESTS WITH OSCILLOSCOPES | 39 | 25 | 14 |
| I451 REMOVE OR REPLACE KG-13 KEY GENERATOR | 66 | 13 | 13 |
| I441 PERFORM KG-13 SECURITY CHANGES, SECURITY CHANGE INSPECTIONS, AND ALARM CHECKS | 62 | 50 | 12 |
| I424 CHECK OPERATION OF KG-13 SPARE EQUIPMENT | 62 | 50 | 12 |
| I442 PERFORM KG-13 PMIS | 67 | 55 | 12 |
| I425 COORDINATE WITH DISTANT STATION TO DETERMINE KG-13 SYSTEM OPERATION | 58 | 46 | 12 |
| J519 REMOVE OR REPLACE KY-3 RECEIVE PRINTED CIRCUIT BOARDS (PCBS) | 35 | 23 | 12 |
| J512 PERFORM KY-3 PMIS | 36 | 24 | 12 |
| I426 CORRECT DISCREPANCIES FOUND DURING KG-13 PMIS | 69 | 57 | 12 |
| J494 COORDINATE WITH AUTOSEVOCOM NETWORK FACILITY ON KY-3 VOICE QUALITY | 32 | 21 | 11 |
| J510 PERFORM KY-3 SECURITY CHANGES, SECURITY CHANGE INSPECTIONS, AND ALARM CHECKS | 31 | 20 | 11 |
| J472 ADJUST KY-3 COMPRESSOR BALANCE CONTROL | 36 | 25 | 11 |
| J498 ESTABLISH KY-3 PLAIN OR CIPHER OPERATION | 32 | 21 | 11 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 71 | 60 | 11 |
| J495 COORDINATE WITH DISTANT STATION TO DETERMINE KY-3 SYSTEM OPERATION | 31 | 20 | 11 |
| J528 REPLACE COMPONENTS ON KY-3 TRANSMIT PCBs | 32 | 21 | 11 |
| I423 ADJUST KG-13 POWER SUPPLY DC VOLTAGES | 71 | 60 | 11 |
| J479 ADJUST KY-3 SIDE TONE LEVEL | 35 | 24 | 11 |
| J497 CORRECT DISCREPANCIES FOUND DURING KY-3 PMIS | 35 | 24 | 11 |
| J502 ISOLATE MALFUNCTIONS TO KY-3 RECEIVE CIRCUITRY | 35 | 24 | 11 |
| I445 PROGRAM KG-13 FOR MODE OF OPERATION | 42 | 31 | 11 |

TABLE 15
(CONTINUED)

**TASKS PERFORMED BY GREATER PERCENTAGES OF RESPONDENTS
WITH 25-48 MONTHS AFMS THAN 49-96 MONTHS AFMS**

| TASK | PERCENT PERFORMING | | |
|--|--------------------|--------------|-------------------|
| | <u>25-48</u> | <u>49-96</u> | <u>Difference</u> |
| J522 REMOVE OR REPLACE KY-3 TRANSMIT PCB'S | 34 | 23 | 11 |
| J531 REPLACE KY-3 POWER SUPPLY COMPONENTS | 31 | 20 | 11 |
| I455 REMOVE OR REPLACE KG-13 SYNCHRONIZER | 66 | 55 | 11 |
| J473 ADJUST KY-3 COMPRESSOR GAIN AND CODER CENTERING | 35 | 24 | 11 |
| J500 ISOLATE MALFUNCTIONS TO KY-3 | 35 | 24 | 11 |

TABLE 16

**REPRESENTATIVE TASK PERFORMANCE DIFFERENCES BETWEEN
PERSONNEL WITH 25-48 MONTHS AFMS AND PERSONNEL WITH 49-96 MONTHS AFMS GROUPS**

| TASK | PERCENT PERFORMING | | |
|---|--------------------|-------|------------|
| | 25-48 | 49-96 | DIFFERENCE |
| I349 PERFORM KG-13 RANDOMIZER TESTS WITH OSCILLOSCOPES | 39 | 25 | 14 |
| I451 REMOVE OR REPLACE KG-13 KEY GENERATOR | 66 | 53 | 13 |
| I442 PERFORM KG-13 PMIS | 67 | 55 | 12 |
| J619 REMOVE OR REPLACE KY-3 RECEIVE PRINTED CIRCUIT BOARDS (PCBS) | 35 | 23 | 12 |
| J512 PERFORM KY-3 PMIS | 36 | 24 | 12 |
| I453 REMOVE OR REPLACE KG-13 POWER SUPPLY | 65 | 55 | 10 |
| I455 REMOVE OR REPLACE KG-13 SYNCHRONIZER | 66 | 56 | 10 |
| D176 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 22 | 44 | -22 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 11 | 30 | -19 |
| D171 CONDUCT OJT | 18 | 35 | -17 |
| C155 REVIEW MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349) | 17 | 34 | -17 |
| A51 PLAN OR SCHEDULE WORK ASSIGNMENTS | 10 | 27 | -17 |
| C136 EVALUATE EQUIPMENT TO DETERMINE REPAIR OR REPLACEMENT | 17 | 29 | -12 |
| E324 PREPARE ISSUE TURN-IN REQUEST FORMS (AF FORM 2005) | 32 | 42 | -10 |

97-144 Months AFMS (N=241)

Continuation of the trend toward increasing supervisory responsibility, as time on active duty increases, is the most characteristic feature of the tasks performed by members of this group. Differences between this and the preceding groups are that this group's members have consistently higher percentages of personnel performing supervisory and training tasks. Also indicative of the increased supervisory responsibility is the fact that Organizing and Planning (Duty A) is the third most time consuming duty with 10 percent time spent in this duty.

Only three tasks were performed by more than 10 percent of 49-96 months AFMS incumbents than 97-144 months AFMS incumbents. These tasks are listed in Table 17 which also lists tasks that were performed by at least 10 percent or more of incumbents with 97-144 months AFMS than incumbents with 49-96 months AFMS. Twenty-nine tasks fell into this latter category. All 29 tasks came from the supervisory-managerial duties of the inventory.

Table 18 shows tasks representative of the jobs performed by airmen with 97-144 months AFMS. Two tasks were from Performing General Maintenance Functions (Duty F) and another from Maintaining KW-7 (Duty K); the greatest difference was only 12 percent. Twenty-six other tasks were from supervisory or managerial duties (See Table 10).

TABLE 17

**REPRESENTATIVE TASK PERFORMANCE DIFFERENCES BETWEEN
PERSONNEL WITH 49-96 MONTHS AFMS AND PERSONNEL WITH 97-144 MONTHS AFMS**

| <u>TASK</u> | <u>PERCENT PERFORMING</u> | | |
|---|---------------------------|---------------|-------------------|
| | <u>49-96</u> | <u>97-144</u> | <u>DIFFERENCE</u> |
| F309 REMOVE CORROSION FROM EQUIPMENT | 52 | 39 | 13 |
| F293 PERFORM FACILITY CLEANING FUNCTIONS | 70 | 27 | 11 |
| K542 CORRECT DISCREPANCIES FOUND DURING KM-7 PMIS | 38 | 27 | 11 |
| | | | |
| B87 DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT | 12 | 22 | -10 |
| C138 EVALUATE INDIVIDUAL TRAINING REQUIREMENTS | 18 | 29 | -11 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 30 | 41 | -11 |
| E199 CHECK OR FILE HISTORICAL REPORTS | 21 | 32 | -11 |
| C155 REVIEW MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349) | 35 | 46 | -11 |
| A8 COORDINATE LOCAL COMSEC ACCOUNT MATTERS WITH COMSEC ACCOUNT CUSTODIAN | 20 | 32 | -12 |
| A33 DEVELOP OR MAINTAIN QUALITY CONTROL PROCEDURES | 16 | 29 | -13 |
| A51 PLAN OR SCHEDULE WORK ASSIGNMENTS | 27 | 41 | -14 |
| D172 CONDUCT PROFICIENCY TRAINING | 28 | 44 | -16 |
| A29 DETERMINE WORK PRIORITIES | 26 | 43 | -17 |

TABLE 18
REPRESENTATIVE TASKS PERFORMED BY RESPONDENTS
WITH 97-144 MONTHS AFMS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|--|-------------------------------|
| F319 RESEARCH PART NUMBERS FOR CRYPTOGRAPHIC EQUIPMENT | 63 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 62 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 61 |
| A4 ATTEND CONFERENCES, BRIEFINGS, OR MEETINGS | 58 |
| I430 ISOLATE MALFUNCTIONS WITHIN KG-13 KEY GENERATOR | 58 |
| D176 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 56 |
| C163 WRITE OR INDORSE AIRMEN PERFORMANCE RATINGS | 50 |
| C155 REVIEW MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349) | 46 |
| A32 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES | 43 |
| D187 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS | 42 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 41 |
| A37 DRAFT CORRESPONDENCE | 40 |
| F300 PERFORM QUALITY CONTROL INSPECTIONS | 35 |

145-192 Months AFMS (N=169)

DAFSC 306X0 personnel surveyed with 145-192 months AFMS spend most of their time on tasks related to supervision, training, and administration. These tasks on the average require 60 percent of the job time of the incumbents with 145-192 months AFMS. Correspondingly, there is substantially less time spent on technical tasks.

Table 19 presents representative tasks performed by job incumbents with 145-192 months AFMS. Percent performing figures are somewhat low, which seems to indicate that survey respondents were in a number of separate and specialized jobs.

TABLE 19
REPRESENTATIVE TASKS PERFORMED BY RESPONDENTS WITH 145-192 MONTHS AFMS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|--|-------------------------------|
| A4 ATTEND CONFERENCES, BRIEFINGS, OR MEETINGS | 69 |
| A37 DRAFT CORRESPONDENCE | 58 |
| B78 COUNSEL PERSONNEL OR PERSONAL OR MILITARY RELATED PROBLEMS | 58 |
| C165 WRITE OR INDORSE AIRMEN PERFORMANCE RATINGS | 55 |
| D176 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 54 |
| F264 CHECK WIRING HARNESSSES, CABLES, OR CONNECTIONS | 54 |
| D187 MAINTAIN TRAINING RECORDS, CHARTS OR GRAPHS | 50 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 49 |
| A51 PLAN OR SCHEDULE WORK ASSIGNMENTS | 49 |
| B76 CONDUCT OR PARTICIPATE IN STAFF MEETINGS | 47 |
| C156 REVIEW MAINTENANCE RECORDS OR REPORTS | 41 |
| A39 DRAFT MAINTENANCE REPORTS | 36 |
| A56 DRAFT CHANGES TO LOCAL PUBLICATIONS | 32 |

193-240 Months AFMS (N=125)

Sixty-seven percent of the job time of this group of incumbents is spent on tasks related to supervision, training and administration: Organizing and Planning (Duty A), 20 percent; Directing and Implementing (Duty B), nine percent; Inspecting and Evaluating (Duty C), 12 percent; Training (Duty D), 14 percent; Performing Maintenance Administration (Duty E), 11 percent. In addition, Performing General Maintenance Functions (Duty F) tasks require 11 percent of the job time of these incumbents.

This group of incumbents spends the most time on Training (Duty D) tasks of any AFMS group. Low percent members performing figures have been found on training task in all groups to this point; but, generally, the figures tend to be higher for personnel in this group (14-30 percent performing). Training (Duty D) tasks are for the most part very time consuming (See Table 20). Ten percent of this group of respondents identify themselves as resident course instructors, six percent as training managers, and five percent as OJT trainers.

As shown in Table 21, representative tasks performed by respondents with 193-240 months AFMS, are supervisory. However, there is still a requirement to perform some technical tasks.

TABLE 20

REPRESENTATIVE TASKS FROM TRAINING (DUTY D)
PERFORMED BY RESPONDENTS WITH 193-240 MONTHS AFMS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> | <u>PERCENT TIME SPENT*</u> |
|--|-------------------------------|--------------------------------|
| D173 CONDUCT RESIDENT COURSE CLASSROOM TRAINING | 13 | 12 |
| D180 DEVELOP RESIDENT COURSE CURRICULUM MATERIALS | 14 | 8 |
| D189 PREPARE LESSON PLANS | 20 | 6 |
| D183 EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS | 15 | 5 |
| D166 ADMINISTER OR SCORE TESTS | 17 | 4 |
| D184 EVALUATE TRAINING METHODS, TECHNIQUES OR PROGRAMS | 22 | 3 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 58 | 2 |
| D176 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 54 | 2 |
| D185 IMPLEMENT OR DIRECT TRAINING PROGRAMS | 30 | 2 |
| D187 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS | 50 | 1 |

* TIME SPENT IS FOR ONLY THOSE PERSONNEL PERFORMING THE TASKS

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY RESPONDENTS WITH 193-240 MONTHS AFMS

| <u>TASK</u> | <u>PERCENT PERFORMING</u> |
|--|-------------------------------|
| A4 ATTEND CONFERENCES, BRIEFINGS, OR MEETINGS | 70 |
| A37 DRAFT CORRESPONDENCE | 62 |
| B78 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS | 60 |
| C163 WRITE OR INDORSE AIRMAN PERFORMANCE RATINGS | 58 |
| B76 CONDUCT OR PARTICIPATE IN STAFF MEETINGS | 54 |
| A36 DETERMINE PUBLICATIONS REQUIREMENTS | 52 |
| C156 REVIEW MAINTENANCE RECORDS OR REPORTS | 48 |
| A32 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES | 48 |
| C151 INSPECT INSTALLED, REPAIRED, OR MODIFIED EQUIPMENT | 47 |
| A29 DETERMINE WORK PRIORITIES | 46 |

241+ Months AFMS (N=116)

The job of this group of incumbents with more than 20 years on active duty is almost totally supervisory and managerial. In all 83 percent of their time is spent on tasks from the following duties: Organizing and Planning (Duty A), 32 percent; Directing and Implementing (Duty B), 15 percent; Inspecting and Evaluating (Duty C), 17 percent; Training (Duty D), eight percent; and Performing Maintenance Administration (Duty E) 11 percent. Table 22, shows representative tasks for this group respondents.

TABLE 22
REPRESENTATIVE TASKS PERFORMED BY
RESPONDENTS WITH 241+ MONTHS AFMS

| TASK | PERCENT PERFORMING |
|---|-----------------------|
| A4 ATTEND CONFERENCES, BRIEFINGS, OR MEETINGS | 85 |
| A37 DRAFT CORRESPONDENCE | 78 |
| C163 WRITE OR INDORSE AIRMAN PERFORMANCE RATINGS | 73 |
| C152 PREPARE ANSWERS TO INSPECTORS | 60 |
| A62 PREPARE OR UPDATE LOCAL OPERATING INSTRUCTIONS | 60 |
| A14 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON INSPECTIONS | 59 |
| A13 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON DOCUMENTATION | 59 |
| A69 SCHEDULE LEAVES OR PASSES | 58 |
| A9 COORDINATE WITH CHIEF OF MAINTENANCE ON STAFF FUNCTIONS | 56 |
| A27 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT OR SUPPLIES | 56 |
| A39 DRAFT MAINTENANCE REPORTS | 53 |
| A15 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON JOB CONTROL | 53 |

CONUS VS OVERSEAS TASK PERFORMANCE DIFFERENCES

Some minor task performance differences were found between DAFSC 30650 personnel assigned CONUS and those assigned overseas. Greater percentages of 5-skill level personnel overseas perform tasks from Performing General Maintenance Functions (Duty F) and Maintaining KW-26 (Duty G). There were 99 tasks performed by at least 10 percent more of the overseas personnel than CONUS personnel. Of these 99 tasks, 40 came from Maintaining KW-26 (Duty G), 20 from Performing General Maintenance Functions (Duty F), and 12 from Maintaining KW-7 (Duty K). The remaining 22 tasks came from Inspecting and Evaluating (Duty C), Performing Maintenance Administration Functions (Duty E), Maintaining HY-2 (Duty H), Isolating Malfunctions and Repairing Ancillary Equipment (Duty W), Maintaining HN-9 and FYC-3 (Duty X); Installing, Maintaining, Modifying, Adjusting, and Operating Ancillary Equipment (Duty Y), and Performing Preventive Maintenance Inspection on Ancillary Equipment (Duty Z). Among these 22 tasks, 12 were from the three duties concerned with ancillary equipment (Duties X, Y, and Z). Tasks representative of these differences are presented in Table 23.

There were no tasks performed by at least 10 percent more of the CONUS 5-skill level job incumbents than overseas DAFSC 30650 personnel.

TABLE 23

REPRESENTATIVE TASKS OF JOB PERFORMANCE DIFFERENCES
BETWEEN DAFSC 30650 PERSONNEL CONUS AND OVERSEAS

| <u>TASK</u> | | <u>PERCENT PERFORMING</u> | | <u>DIFFERENCE</u> |
|-------------|--|---------------------------|-----------------|-------------------|
| | | <u>CONUS</u> | <u>OVERSEAS</u> | |
| Z1097 | CORRECT DISCREPANCIES FOUND DURING PMIS ON SFUS | 3 | 25 | 22 |
| G375 | REPLACE KW-26 OSCILLATOR COMPONENTS | 28 | 50 | 22 |
| G337 | ADJUST KW-26 OUTPUT BIAS | 35 | 57 | 22 |
| Y1023 | ADJUST SIGNAL FREQUENCY UNITS (SFU) | 5 | 26 | 21 |
| G377 | REPLACE KW-26 RELAY CONTACTS AND ADJUST OUTPUT RELAY | 34 | 53 | 19 |
| G349 | ISOLATE MALFUNCTIONS WITHIN KW-26 DRIVER PACKAGE OR CORE BOARDS | 40 | 58 | 18 |
| G363 | RECONNECT KW-26 WIRING OR REPLACE COMPONENTS IN MAIN CHASSIS OR CABINET WIRING | 26 | 44 | 18 |
| W944 | ISOLATE MALFUNCTIONS TO TELETYPE EQUIPMENT | 26 | 43 | 17 |
| F325 | SOLDER MULTI-LEAD COMPONENTS | 65 | 82 | 17 |
| G374 | REPLACE KW-26 INPUT-OUTPUT WIRE CIRCUIT COMPONENTS | 19 | 34 | 15 |
| K558 | PERFORM KW-7 PMIS | 32 | 46 | 14 |
| Y1069 | MAINTAIN TAPE READERS | 2 | 16 | 14 |
| F295 | PERFORM OPERATIONAL TESTS OF SPARE BOARD KITS | 50 | 64 | 14 |
| K579 | REPLACE OR ADJUST KW-7 INPUT OUTPUT RELAY CONTACTS | 36 | 40 | 14 |
| W942 | ISOLATE MALFUNCTIONS TO STATION BATTERIES OR RED-BLACK POWER SUPPLIES | 19 | 31 | 12 |
| Z1109 | PERFORM PMIS ON STATION BATTERIES OR RED-BLACK POWER SUPPLIES | 19 | 31 | 12 |
| W941 | ISOLATE MALFUNCTIONS TO PATCH PANELS OR OTHER PATCHING OR ISOLATING EQUIPMENT | 35 | 47 | 12 |

REVIEW OF SPECIALTY TRAINING STANDARD FOR AFS 306X0

The Specialty Training Standard (STS) for AFS 306X0 is written in such a way as to apply to most pieces of equipment maintained by personnel in this specialty. This document is used in conjunction with the Cryptographic Maintenance and Experience Form (DD Form 1435) as a record of training and experience for these personnel.

The STS appears to generally cover the tasks performed by AFS 306X0 personnel and no areas appear to have been omitted.

DISCUSSION OF TRAINING

Special training requirements exist for the basic resident training course 3ABR30630, due to the requirements of the National Security Agency (NSA) and using commands. Data collected from the occupational survey will be forwarded to the technical school for use in evaluating and revising training documents, as the usual ATC criteria for evaluating training courses are not applicable.

PLANS FOR REENLISTMENT, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS, AND PERCEIVED UTILIZATION OF TRAINING

In the background section of the job inventory there are questions pertaining to reenlistment intentions, job interest, and perceived utilization of talents and perceived utilization of training. Table 24 summarizes the responses to these questions. The data are presented in terms of AFMS groups, with the first enlistment divided into two parts. The first column presents data for personnel on their first job assignment (first 12 months after completing technical training). The second column represents the remaining two years of the first enlistment.

Responses show that 29 percent of first-enlistment personnel plan to reenlist. Intentions to reenlist increase dramatically for personnel in their second and subsequent enlistments. Ninety-six percent of fourth-enlistment personnel report that they will reenlist. After this high point in the fourth enlistment, there is a dramatic drop in reenlistment intentions, apparently due to retirement eligibility.

TABLE 24
PLANS FOR REENLISTMENT, JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND PERCEIVED UTILIZATION OF TRAINING

| PLAN TO REENLIST | FIRST ENLISTMENT | | | ENLISTMENT | | | TOTAL SAMPLE | RELATED CAREER LAIDERS (1971-1975) |
|---|------------------|-----------|--------|------------|--------|--------|--------------|---------------------------------------|
| | 12-24 MOS | 25-48 MOS | SECOND | THIRD | FOURTH | FIFTH* | | |
| NO, AND UNCERTAIN, PROBABLY NO | 69 | 71 | 43 | 10 | 4 | 48 | 58 | 49 |
| YES, AND UNCERTAIN, PROBABLY YES | 31 | 29 | 57 | 90 | 96 | 52 | 42 | 51 |
| <u>JOB INTEREST</u> | | | | | | | | |
| EXTREMELY DULL TO FAIRLY DULL | 9 | 24 | 17 | 14 | 10 | 5 | 11 | 16 |
| SO-SO | 20 | 20 | 18 | 10 | 5 | 10 | 10 | 16 |
| FAIRLY INTERESTING TO EXTREMELY INTERESTING | 71 | 56 | 65 | 76 | 85 | 85 | 79 | 68 |
| <u>UTILIZATION OF TALENTS</u> | | | | | | | | |
| NOT AT ALL OR VERY LITTLE | 30 | 38 | 33 | 21 | 14 | 12 | 19 | 29 |
| FAIRLY WELL TO VERY WELL EXCELLENTLY OR PERFECTLY | 67 | 59 | 59 | 67 | 72 | 71 | 63 | 63 |
| 3 | 3 | 8 | 12 | 14 | 17 | 17 | 8 | 8 |
| <u>UTILIZATION OF TRAINING</u> | | | | | | | | |
| NOT AT ALL OR VERY LITTLE FAIRLY WELL TO VERY WELL EXCELLENTLY OR PERFECTLY | 30 | 42 | 34 | 23 | 31 | 20 | 29 | 34 |
| 67 | 53 | 60 | 67 | 57 | 66 | 54 | 59 | 59 |
| 3 | 4 | 5 | 10 | 11 | 13 | 16 | 7 | 7 |

* RETIREMENT ELIGIBILITY
** EARLIER STUDIES COMBINED UTILIZATION OF TALENTS AND TRAINING

For airmen in their first job assignment (12-24 months AFMS), 71 percent find their job "fairly interesting" to "extremely interesting". However, among survey respondents in the last two years of their first enlistment, only 56 percent report finding their jobs "fairly interesting" to "extremely interesting". The difference is reflected in an increase in respondents reporting their jobs "fairly dull" to "extremely dull". Second enlistment respondents show a somewhat more favorable attitude towards their jobs, with decreases in the negative and neutral categories and an increase in the positive responses. Job interest continues to increase up through job incumbents in their fifth enlistment. After that there is a small drop among sixth enlistment personnel.

Figures for second enlistment job incumbents are similar to the first enlistment job incumbents. After the second enlistment, the responses are more positive through the end of the fifth enlistment.

Perceptions of the utilization of talents were more negative than perceptions of training utilization. Although the majority of respondents for all reported AFMS groups indicate their talents are utilized at least "fairly well", substantial percentages (20 to 42 percent) report their talents were utilized "not at all" or only "very little".

CONCLUSIONS AND RECOMMENDATIONS

1. Course 3ABR30630 should be reviewed by course personnel to determine if percent performing figures warrant time and emphasis of current training on tasks. This review should also determine if there are tasks with high probability of performance (high percent performing) which are not being trained in 3ABR30630.
2. Specialty descriptions for AFS 306X0/91 should be revised to include electronic installation functions. This responsibility encompasses more than simple equipment installation. Equipment installation mentioned currently appears to reflect only the installation and removal required for maintenance purposes.

S-29577

VERDICT TO DEFENDANT AND DISMISSED

28021VR3412 417421 1905 761



APPENDIX A

DEFENDANT TO DEFENDANT AND DISMISSED

271-3432-12

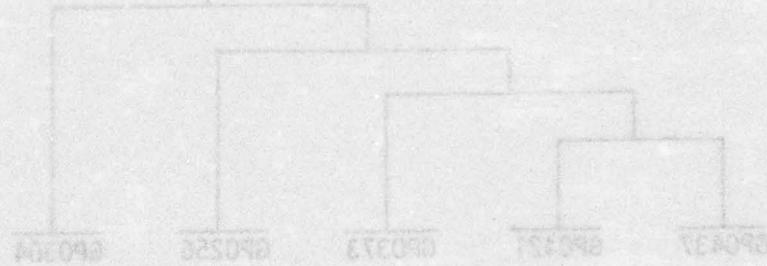


FIGURE 2
DETAILED JOB STRUCTURE OF GP0137

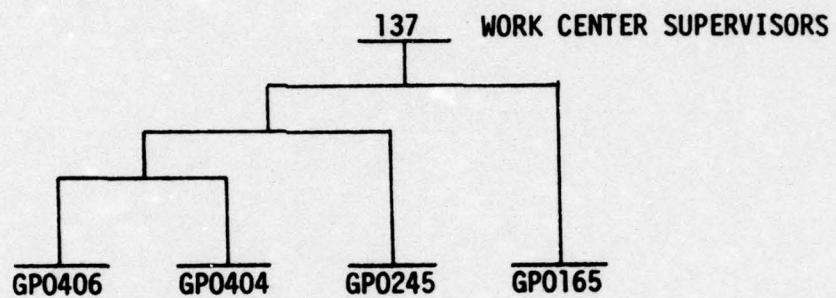


FIGURE 3
DETAILED JOB STRUCTURE OF GP0180

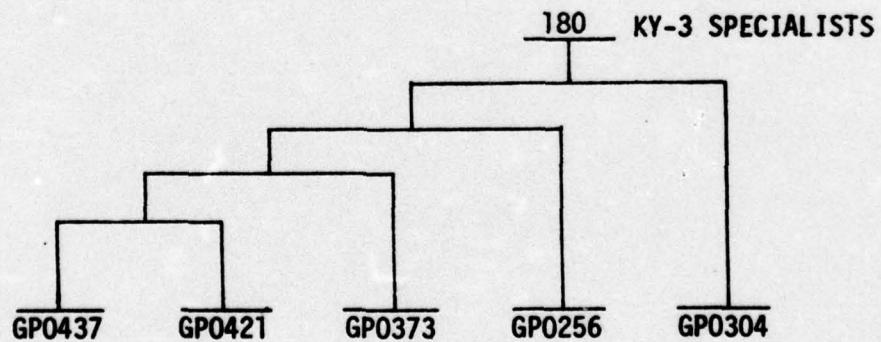


FIGURE 4
DETAILED JOB STRUCTURE OF GP0126

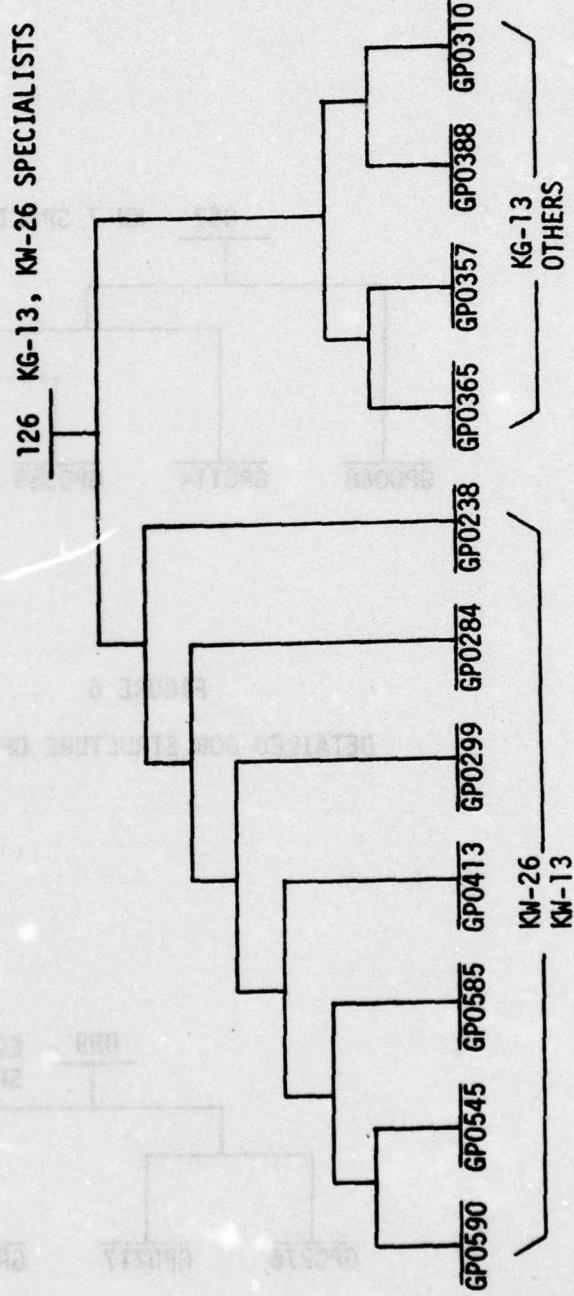


FIGURE 5
DETAILED JOB STRUCTURE OF GP0057

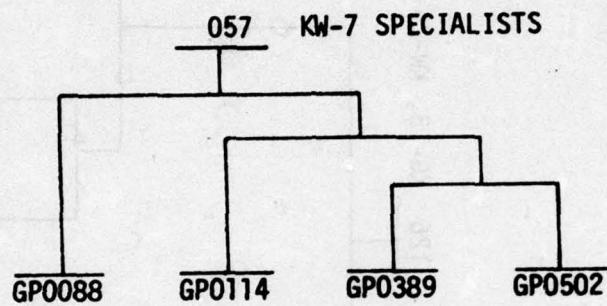


FIGURE 6
DETAILED JOB STRUCTURE OF GP0089

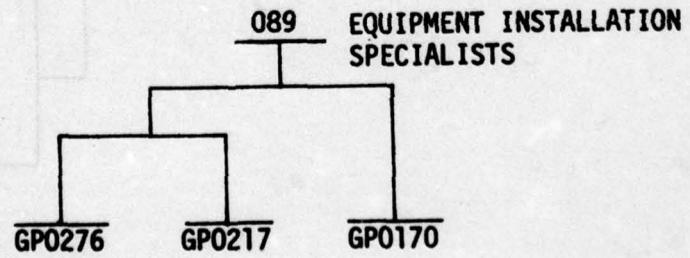


FIGURE 7
DETAILED JOB STRUCTURE OF GP0094

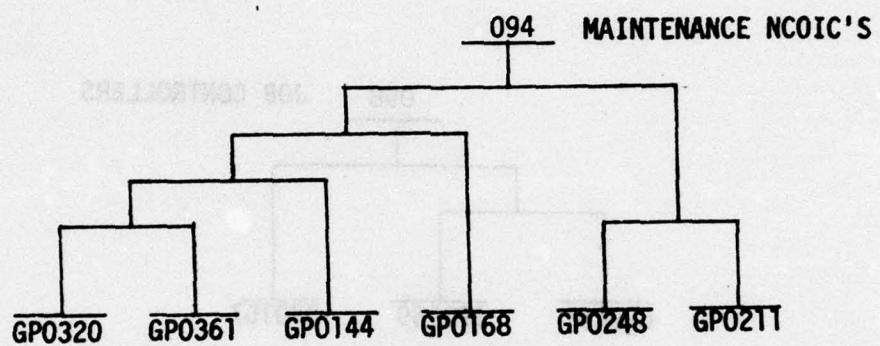


FIGURE 8
DETAILED JOB STRUCTURE OF GP0117

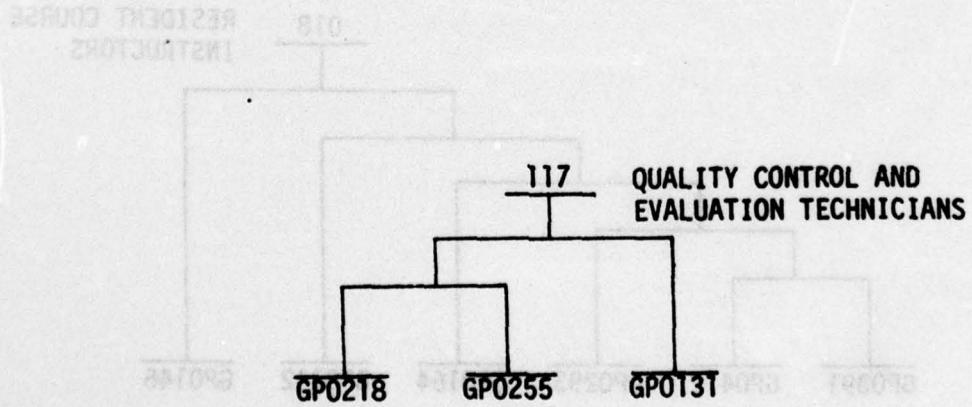


FIGURE 9
DETAILED JOB STRUCTURE OF GP0098

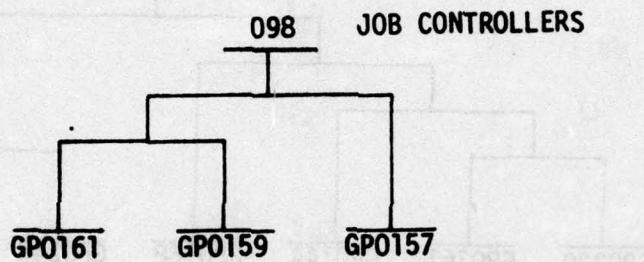
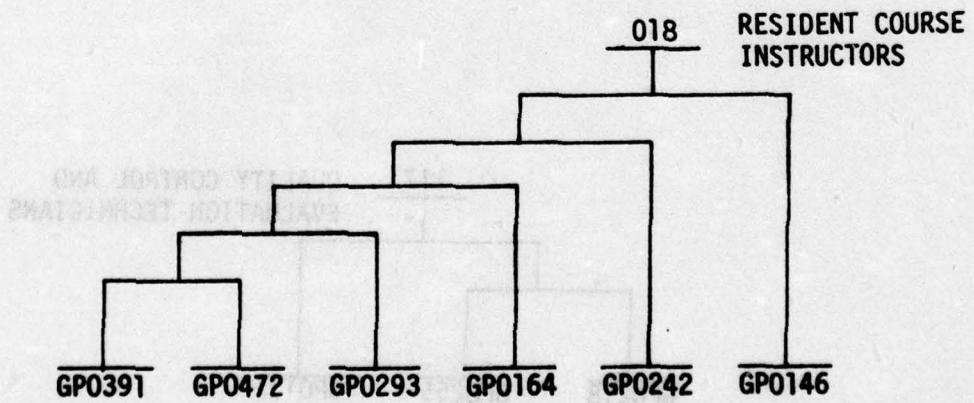


FIGURE 10
DETAILED JOB STRUCTURE OF GP0018



APPENDIX B

1. THE NUMERICAL VALUES ON THE JOB INTEREST SCALE ARE AS FOLLOWS:

- 1 = EXTREMELY DULL
- 2 = VERY DULL
- 3 = FAIRLY DULL
- 4 = SO-SO
- 5 = FAIRLY INTERESTING
- 6 = VERY INTERESTING
- 7 = EXTREMELY INTERESTING

2. THE NUMERICAL VALUES ON THE TALENTS AND TRAINING SCALES ARE AS FOLLOWS:

- 1 = NOT AT ALL
- 2 = VERY LITTLE
- 3 = FAIRLY WELL
- 4 = QUITE WELL
- 5 = VERY WELL
- 6 = EXCELLENTLY
- 7 = PERFECTLY

GROUP ID NUMBER AND TITLE: GP0137, WORK CENTER SUPERVISORS

PERCENT OF SAMPLE: 8

MAJOR COMMAND DISTRIBUTION: ADC 5% AFCS 58% AFSC 6% ATC 1%
SAC 18% USAFSS 6% OTHER 5%

LOCATION: CONUS 76% OVERSEAS 24%

DAFSC DISTRIBUTION: 30630 (3%), 30650 (37%), 30670 (60%)

AVERAGE GRADE: 5.4

EXPRESSED JOB INTEREST: 5.4

PERCEIVED UTILIZATION OF TALENTS: 3.3

PERCEIVED UTILIZATION OF TRAINING: 3.9

AVERAGE NUMBER OF TASKS PERFORMED: 256

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 15 |
| I MAINTAINING KG-13 | 12 |
| A PLANNING AND ORGANIZING | 12 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 10 |
| C INSPECTING AND EVALUATING | 9 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| F319 RESEARCH PART NUMBERS FOR CRYPTOGRAPHIC EQUIPMENT | 94 |
| I430 ISOLATE MALFUNCTIONS WITHIN KG-13 KEY GENERATOR | 92 |
| I421 ACCOMPLISH KG-13 MODIFICATIONS | 89 |
| A51 PLAN OR SCHEDULE WORK ASSIGNMENTS | 73 |
| C151 INSPECT INSTALLED, REPAIRED, OR MODIFIED EQUIPMENT | 73 |

GROUP ID NUMBER AND TITLE: GPO406, KG-13 AND HY-2 TECHNICIANS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 3% AFCS 52% AFSC 3%
ATC 3% SAC 24% USAFSS 14%

LOCATION: CONUS 59% OVERSEAS 41%

DAFSC DISTRIBUTION: 30650 (45%), 30670 (55%)

AVERAGE GRADE: 5.2

EXPRESSED JOB INTEREST: 5.6

PERCEIVED UTILIZATION OF TALENTS: 4.4

PERCEIVED UTILIZATION OF TRAINING: 4.3

AVERAGE NUMBER OF TASKS PERFORMED: 308

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 13 |
| I MAINTAINING KG-13 | 13 |
| H MAINTAINING HY-2 | 10 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 9 |
| A PLANNING AND ORGANIZING | 9 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| F319 RESEARCH PART NUMBERS FOR CRYPTOGRAPHIC EQUIPMENT | 100 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 100 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 93 |
| I425 COORDINATE WITH DISTANT STATION TO DETERMINE KG-13 SYSTEM OPERATION | 93 |
| H391 CHECK OR ADJUST HY-2 POWER SUPPLY DC VOLTAGES | 90 |

GROUP ID NUMBER AND TITLE: GPO404, WORK CENTER SUPERVISOR/NCOIC OF MAINTENANCE

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: ACD 4% AFCS 67% AFSC 12% ATC 2%
SAC 14%

LOCATION: CONUS 74% OVERSEAS 26%

DAFSC DISTRIBUTION: 30630 (2%), 30650 (16%), 30670 (82%)

AVERAGE GRADE: 5.8

EXPRESSED JOB INTEREST: 5.3

PERCEIVED UTILIZATION OF TALENTS: 3.9

PERCEIVED UTILIZATION OF TRAINING: 3.7

AVERAGE NUMBER OF TASKS PERFORMED: 269

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| A PLANNING AND ORGANIZING | 17 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 14 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 13 |
| C INSPECTING AND EVALUATING | 12 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| D187 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS | 98 |
| A37 DRAFT CORRESPONDENCE | 96 |
| C155 REVIEW MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349) | 94 |
| D172 CONDUCT PROFICIENCY TRAINING | 92 |
| A29 DETERMINE WORK PRIORITIES | 88 |

GROUP ID NUMBER AND TITLE: GPO245, KG-13 TECHNICIANS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 5% AFCS 50% AFSC 3%
HQ USAF 3% SAC 5% USAFSS 13%
HQCOMD 6% NO RESPONSE 18%

LOCATION: CONUS 84% OVERSEAS 16%

DAFSC DISTRIBUTION: 30630 (5%), 30650 (55%), 30670 (40%)

AVERAGE GRADE: 5.3

EXPRESSED JOB INTEREST: 5.7

PERCEIVED UTILIZATION OF TALENTS: 4.4

PERCEIVED UTILIZATION OF TRAINING: 4.1

AVERAGE NUMBER OF TASKS PERFORMED: 290

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 20 |
| I MAINTAINING KG-13 | 14 |
| W ISOLATING MALFUNCTIONS AND REPAIRING ANCILLARY EQUIPMENT | 10 |
| K MAINTAINING KW-7 | 9 |
| G MAINTAINING KW-26 | 9 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| I423 ADJUST KG-3 POWER SUPPLY DC VOLTAGES | 100 |
| I424 CHECK OPERATION OF KG-13 SPARE EQUIPMENT | 95 |
| F289 OPERATE RED-BLACK PATCH FACILITIES | 92 |
| F266 COORDINATE EQUIPMENT FUNCTIONS WITH TECH CONTROLLERS OR DISTANT END USERS | 89 |
| W937 ISOLATE MALFUNCTIONS TO CRYPTO-CONTROL UNITS | 87 |

GROUP ID NUMBER AND TITLE: GP0165, KG-13 TECHNICIANS/WORK CENTER SUPERVISORS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: ADC 9% AFCS 52% AFSC 4% SAC 35%

LOCATION: CONUS 91% OVERSEAS 9%

DAFSC DISTRIBUTION: 30630 (4%), 30650 (30%), 30670 (65%)

AVERAGE GRADE: 5.4

EXPRESSED JOB INTEREST: 5.1

PERCEIVED UTILIZATION OF TALENTS: 3.5

PERCEIVED UTILIZATION OF TRAINING: 3.7

AVERAGE NUMBER OF TASKS PERFORMED: 124

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| I MAINTAINING KG-13 | 17 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 17 |
| A PLANNING AND ORGANIZING | 13 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 12 |
| C INSPECTING AND EVALUATING | 11 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| C155 REVIEW MAINTENANCE DATA COLLECTION RECORDS (AFTO FORM 349) | 96 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 96 |
| F319 RESEARCH PART NUMBERS FOR CRYPTOGRAPHIC EQUIPMENT | 91 |
| I423 ADJUST KG-13 POWER SUPPLY DC VOLTAGES | 91 |
| E222 MAKE ENTRIES OR REPAIRABLE ITEM PROCESSING TAGS (AFTO FORM 350) | 83 |

GROUP ID NUMBER AND TITLE: GP0180, KY-3 SPECIALISTS

PERCENT OF SAMPLE: 24

MAJOR COMMAND DISTRIBUTION: ADC 7% AFCS 59% AFSC 5% ATC 4%
SAC 21% USAFSS 2% OTHERS 2%

LOCATION: CONUS 79% OVERSEAS 21%

DAFSC DISTRIBUTION: 30630 (10%), 30650 (74%), 30670 (16%)

AVERAGE GRADE: 4.2

EXPRESSED JOB INTEREST: 4.8

PERCEIVED UTILIZATION OF TALENTS: 3.5

PERCEIVED UTILIZATION OF TRAINING: 3.5

AVERAGE NUMBER OF TASKS PERFORMED: 219

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| J MAINTAINING KY-3 | 30 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 15 |
| I MAINTAINING KG-13 | 14 |
| G MAINTAINING KW-26 | 8 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| J483 ADJUST KY-3 VOICE OPERATED GAIN ADJUSTMENT DEVICE (VOGAD) SQUELCH CONTROL | 99 |
| J512 PERFORM KY-3 PREVENTIVE MAINTENANCE INSPECTIONS (PMIS) | 96 |
| J497 CORRECT DISCREPANCIES FOUND DURING KY-3 PMIS | 96 |
| J519 REMOVE OR REPLACE KY-3 RECEIVE PRINTED CIRCUIT BOARDS (PCB) | 96 |
| F323 SOLDER FAULTY CONNECTIONS | 92 |

GROUP ID NUMBER AND TITLE: GP0437, KY-3, KG-13 SPECIALISTS

PERCENT OF SAMPLE: 17

MAJOR COMMAND DISTRIBUTION: ADC 9% AFCS 66% AFSC 5% ATC 2%
SAC 17% OTHERS 1%

LOCATION: CONUS 77% OVERSEAS 23%

DAFSC DISTRIBUTION: 30630 (9%), 30650 (75%), 30670 (16%)

AVERAGE GRADE: 4.2

EXPRESSED JOB INTEREST: 4.9

PERCEIVED UTILIZATION OF TALENTS: 3.5

PERCEIVED UTILIZATION OF TRAINING: 3.5

AVERAGE NUMBER OF TASKS PERFORMED: 247

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| J MAINTAINING KY-3 | 26 |
| I MAINTAINING KG-13 | 15 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 14 |
| G MAINTAINING KW-26 | 10 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|------------------------------------|---------------------------------------|
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 99 |
| J512 PERFORM KY-3 PMIS | 97 |
| J500 ISOLATE MALFUNCTIONS TO KY-3 | 97 |
| F322 SET UP TEST EQUIPMENT | 96 |
| I442 PERFORM KG-13 PMIS | 92 |

GROUP ID NUMBER AND TITLE: GP0421, KY-3, KG-13 SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 3% AFCS 38% AFSC 6% SAC 41%
TAC 3% USAFE 6% USAFSS 3%

LOCATION: CONUS 77% OVERSEAS 23%

DAFSC DISTRIBUTION: 30630 (15%), 30650 (71%), 30670 (15%)

AVERAGE GRADE: 4.1

EXPRESSED JOB INTEREST: 4.6

PERCEIVED UTILIZATION OF TALENTS: 3.2

PERCEIVED UTILIZATION OF TRAINING: 3.1

AVERAGE NUMBER OF TASKS PERFORMED: 187

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| J MAINTAINING KY-3 | 30 |
| K MAINTAINING KW-7 | 21 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 16 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| J512 PERFORM KY-3 PMIS | 100 |
| K545 ISOLATE MALFUNCTIONS TO KW-7 | 100 |
| J491 CHECK OR ADJUST KY-3 POWER SUPPLY DC VOLTAGES | 100 |
| J522 REMOVE OR REPLACE KY-3 TRANSMIT PRINTED CIRCUIT BOARDS (PCBS) | 100 |
| K549 ISOLATE MALFUNCTIONS TO KWK-7 | 91 |

GROUP ID NUMBER AND TITLE: GP0373, KY-3, KG-13, KW-7 SPECIALISTS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 50% ATC 25% SAC 13% USAFSS 12%

LOCATION: CONUS 75% OVERSEAS 25%

DAFSC DISTRIBUTION: 30630 (38%), 30650 (62%)

AVERAGE GRADE: 3.8

EXPRESSED JOB INTEREST: 4.9

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 3.8

AVERAGE NUMBER OF TASKS PERFORMED: 114

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| J MAINTAINING KY-3 | 29 |
| I MAINTAINING KG-13 | 24 |
| K MAINTAINING KW-7 | 12 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 11 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| J512 PERFORM KY-3 PMIS | 100 |
| I442 PERFORM KG-13 PMIS | 100 |
| J475 ADJUST KY-3 NOISE AMPLITUDE | 100 |
| I432 ISOLATE MALFUNCTIONS WITHIN KG-13 POWER SUPPLY | 100 |
| J469 ADJUST KY-3 AUTOMATIC FREQUENCY CONTROL (AFC) | 100 |

GROUP ID NUMBER AND TITLE: GPO256, KY-3 SPECIALISTS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: AFCS 35% AFSC 6% ATC 14% SAC 29% USAFSS 14%

LOCATION: CONUS 94% OVERSEAS 2% NO REPLY 4%

DAFSC DISTRIBUTION: 30630 (8%), 30650 (80%), 30670 (10%), NO REPLY 2%

AVERAGE GRADE: 4.0

EXPRESSED JOB INTEREST: 4.7

PERCEIVED UTILIZATION OF TALENTS: 3.4

PERCEIVED UTILIZATION OF TRAINING: 4.9

AVERAGE NUMBER OF TASKS PERFORMED: 100

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| J MAINTAINING KY-3 | 57 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 16 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| J486 CHECK KY-3 CIRCUIT RESPONSE, USING DISTORTION ANALYZER | 100 |
| J478 ADJUST KY-3 RECEIVER AUDIO GAIN | 100 |
| J471 ADJUST KY-3 CODER (32 WEIGHT) | 100 |
| J473 ADJUST KY-3 COMPRESSOR GAIN AND CODER CENTERING | 98 |
| J492 CHECK OR ADJUST KY-3 RECEIVE OSCILLATOR FREQUENCY OR PHASE | 86 |

GROUP ID NUMBER AND TITLE: GP0304, KY-3 MAINTENANCE SUPERVISORS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 67% AFSC 17% SAC 16%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (16%), 30670 (67%), 30691 (17%)

AVERAGE GRADE: 6.0

EXPRESSED JOB INTEREST: 5.8

PERCEIVED UTILIZATION OF TALENTS: 3.8

PERCEIVED UTILIZATION OF TRAINING: 4.2

AVERAGE NUMBER OF TASKS PERFORMED: 160

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| J MAINTAINING KY-3 | 28 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 21 |
| C INSPECTING AND EVALUATING | 10 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 10 |
| B DIRECTING AND IMPLEMENTING | 7 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| F281 ISOLATE VOICE OR AUDIO MALFUNCTIONS | 100 |
| F300 PERFORM QUALITY CONTROL INSPECTIONS | 100 |
| C160 VERIFY ACCURACY OF MAINTENANCE DATA COLLECTION FORMS | 100 |
| J498 ESTABLISH KY-3 PLAIN OR CIPHER OPERATION | 83 |
| F332 VERIFY NORMAL CONDITION AND FUNCTIONING OF TEMPEST COMPONENTS | 83 |

GROUP ID NUMBER AND TITLE: GPO126, KG-13, KW-26 SPECIALISTS

PERCENT OF SAMPLE: 30

MAJOR COMMAND DISTRIBUTION: ADC 9% AFCS 48% AFLC 1% AFSC 6%
ATC 1% MAC 1% SAC 24% USAFSS 9%

LOCATION: CONUS 78% OVERSEAS 22%

DAFSC DISTRIBUTION: 30630 (10%), 30650 (79%), 30670 (11%)

AVERAGE GRADE: 4.0

EXPRESSED JOB INTEREST: 4.5

PERCEIVED UTILIZATION OF TALENTS: 3.0

PERCEIVED UTILIZATION OF TRAINING: 3.2

AVERAGE NUMBER OF TASKS PERFORMED: 128

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| I MAINTAINING KG-13 | 27 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 21 |
| G MAINTAINING KW-26 | 17 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| F264 CHECK WIRING HARNESSES, CABLES, OR CONNECTIONS | 90 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 87 |
| I442 PERFORM KG-13 PMIS | 84 |
| I424 CHECK OPERATION OF KG-13 SPARE EQUIPMENT | 80 |
| F266 COORDINATE EQUIPMENT FUNCTIONS WITH TECH CONTROLLERS OR DISTANT END USERS | 75 |

GROUP ID NUMBER AND TITLE: GP0590, KW-26, KG-13 SPECIALISTS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: ADC 4% AFCS 57% ATC 2% SAC 17% USAFSS 18%

LOCATION: CONUS 70% OVERSEAS 30%

DAFSC DISTRIBUTION: 30630 (2%), 30650 (77%), 30670 (22%)

AVERAGE GRADE: 4.3

EXPRESSED JOB INTEREST: 5.0

PERCEIVED UTILIZATION OF TALENTS: 3.8

PERCEIVED UTILIZATION OF TRAINING: 3.8

AVERAGE NUMBER OF TASKS PERFORMED: 188

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| G MAINTAINING KW-26 | 22 |
| I MAINTAINING KG-13 | 21 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 16 |
| K MAINTAINING KW-7 | 13 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| G342 CORRECT DISCREPANCIES FOUND DURING KW-26 PMIS | 100 |
| I426 CORRECT DISCREPANCIES FOUND DURING KG-13 PMIS | 100 |
| G340 CHECK OPERATION OF KW-26 EQUIPMENT | 98 |
| G358 PERFORM KW-26 PMIS | 98 |
| I430 ISOLATE MALFUNCTIONS WITHIN KG-13 KEY GENERATOR | 98 |

GROUP ID NUMBER AND TITLE: GP0545, KG-13, KW-26 SPECIALISTS

PERCENT OF SAMPLE: 8

MAJOR COMMAND DISTRIBUTION: ADC 6% AFCS 65% AFLC 1% AFSC 9%
ATC 1% MAC 1% SAC 7% USAFSS 11%

LOCATION: CONUS 77% OVERSEAS 23%

DAFSC DISTRIBUTION: 30630 (16%), 30650 (75%), 30670 (9%)

AVERAGE GRADE: 4.0

EXPRESSED JOB INTEREST: 4.4

PERCEIVED UTILIZATION OF TALENTS: 2.5

PERCEIVED UTILIZATION OF TRAINING: 3.1

AVERAGE NUMBER OF TASKS PERFORMED: 119

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| I MAINTAINING KG-13 | 32 |
| G MAINTAINING KW-26 | 31 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 20 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| G340 CHECK OPERATION OF KW-26 EQUIPMENT | 98 |
| I433 ISOLATE MALFUNCTIONS WITHIN KG-13 SYNCHRONIZER | 98 |
| I424 CHECK OPERATION OF KG-13 SPARE EQUIPMENT | 97 |
| G365 REMOVE AND REPLACE KW-26 DRIVER PACKAGES OR CORE BOARDS | 97 |
| G306 PERFORM KW-26 SECURITY CHANGES, SECURITY CHANGE INSPECTIONS, AND ALARM CHECKS | 87 |

GROUP ID NUMBER AND TITLE: GP0585, KW-26, KG-13, HY-2 SPECIALISTS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 20% SAC 80%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (100%)

AVERAGE GRADE: 3.8

EXPRESSED JOB INTEREST: 4.6

PERCEIVED UTILIZATION OF TALENTS: 2.8

PERCEIVED UTILIZATION OF TRAINING: 3.6

AVERAGE NUMBER OF TASKS PERFORMED: 104

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 27 |
| G MAINTAINING KW-26 | 22 |
| I MAINTAINING KG-13 | 17 |
| H MAINTAINING HY-2 | 11 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| I442 PERFORM KG-13 PMIS | 100 |
| G340 CHECK OPERATION OF KW-26 EQUIPMENT | 100 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 100 |
| Z1107 PERFORM PMIS ON SCSS | 100 |
| G367 REMOVE OR REPLACE KW-26 OUTPUT RELAY | 100 |

GROUP ID NUMBER AND TITLE: GP0413, KW-26, KG-13 SPECIALISTS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 70% AFSC 20% USAFSS 10%

LOCATION: CONUS 80% OVERSEAS 20%

DAFSC DISTRIBUTION: 30650 (90%), 30670 (10%)

AVERAGE GRADE: 4.2

EXPRESSED JOB INTEREST: 4.1

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 2.8

AVERAGE NUMBER OF TASKS PERFORMED: 60

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| G MAINTAINING KW-26 | 37 |
| I MAINTAINING KG-13 | 26 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 22 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| G358 PERFORM KW-26 PMIS | 100 |
| G365 REMOVE AND REPLACE KW-26 DRIVER PACKAGES OR CORE BOARDS | 100 |
| I426 CORRECT DISCREPANCIES FOUND DURING KG-13 PMIS | 90 |
| F266 COORDINATE EQUIPMENT FUNCTIONS WITH TECH CONTROLLERS OR DISTANT END USERS | 90 |
| I442 PERFORM KG-13 PMIS | 80 |

GROUP ID NUMBER AND TITLE: GPO299, KW-26, KW-7 SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 3% AFCS 28% AFSC 6% SAC 36% USAFSS 25%

LOCATION: CONUS 64% OVERSEAS 36%

DAFSC DISTRIBUTION: 30650 (86%), 30670 (14%)

AVERAGE GRADE: 4.3

EXPRESSED JOB INTEREST: 4.2

PERCEIVED UTILIZATION OF TALENTS: 2.8

PERCEIVED UTILIZATION OF TRAINING: 2.9

AVERAGE NUMBER OF TASKS PERFORMED: 149

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| G MAINTAINING KW-26 | 28 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 22 |
| K MAINTAINING KW-7 | 21 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| G342 CORRECT DISCREPANCIES FOUND DURING KW-26 (PMIS) | 100 |
| G349 ISOLATE MALFUNCTIONS WITHIN KW-26 DRIVER PACKAGE OR CORE BOARDS | 94 |
| G322 SET UP TEST EQUIPMENT | 94 |
| K542 CORRECT DISCREPANCIES FOUND DURING KW-7 PMIS | 92 |
| K558 PERFORM KW-7 PMIS | 89 |

GROUP ID NUMBER AND TITLE: GP0284, KW-26 SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 64% MAC 7% PACAF 7% SAC 21%

LOCATION: CONUS 14% OVERSEAS 86%

DAFSC DISTRIBUTION: 20650 (86%), 30670 (14%)

AVERAGE GRADE: 4.3

EXPRESSED JOB INTEREST: 4.1

PERCEIVED UTILIZATION OF TALENTS: 3.0

PERCEIVED UTILIZATION OF TRAINING: 2.9

AVERAGE NUMBER OF TASKS PERFORMED: 77

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| G MAINTAINING KW-26 | 44 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 28 |
| E PERFORMING MAINTENANCE ADMINISTRATION | 13 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| G340 CHECK OPERATION OF KW-26 EQUIPMENT | 100 |
| G345 ISOLATE MALFUNCTIONS TO KW-26 | 100 |
| F323 SOLDER FAULTY CONNECTIONS | 100 |
| G336 ADJUST KW-26 OSCILLATOR FREQUENCY | 93 |
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 86 |

GROUP ID NUMBER AND TITLE: GP0238, KG-13, KW-7 SPECIALISTS, MOBILE AND AIRBORNE

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: ADC 17% AFCS 48% AFSC 9% SAC 20%
TAC 2% USAFSS 4%

LOCATION: CONUS 94% OVERSEAS 6%

DAFSC DISTRIBUTION: 30630 (13%), 30650 (70%), 30570 (17%)

AVERAGE GRADE: 4.2

EXPRESSED JOB INTEREST: 4.8

PERCEIVED UTILIZATION OF TALENTS: 3.0

PERCEIVED UTILIZATION OF TRAINING: 4.0

AVERAGE NUMBER OF TASKS PERFORMED: 143

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| I MAINTAINING KG-13 | 26 |
| K MAINTAINING KW-7 | 25 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 18 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| I423 ADJUST KG-13 POWER SUPPLY DC VOLTAGES | 100 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 98 |
| K538 ADJUST KW-7 POWER SUPPLY DC VOLTAGES | 96 |
| K542 CORRECT DISCREPANCIES FOUND DURING KW-7 PMIS | 96 |
| K544 INSTALL OR REMOVE KW-7 | 87 |

GROUP ID NUMBER AND TITLE: GPO365, KG-13, HY-2 SPECIALISTS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: AFCS 50% AFSC 2% MAC 2% SAC 46%

LOCATION: CONUS 78% OVERSEAS 22%

DAFSC DISTRIBUTION: 30630 (6%), 30650 (82%), 30670 (12%)

AVERAGE GRADE: 4.0

EXPRESSED JOB INTEREST: 4.6

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 3.2

AVERAGE NUMBER OF TASKS PERFORMED: 137

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| J MAINTAINING KG-13 | 27 |
| H MAINTAINING HY-2 | 21 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 20 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| I426 CORRECT DISCREPANCIES FOUND DURING KG-13 PMIS | 100 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 100 |
| H388 CHECK HY-2 VOGAD OUTPUT GAIN | 99 |
| H386 CHECK HY-2 VOGAD FOR PROPER TRACKING AND VOICE INDICATIONS | 97 |
| Y1061 MAINTAIN CRYPTO-ANCILLARY UNITS (CAU) | 94 |

GROUP ID NUMBER AND TITLE: GP0357, KG-13, KG-28, KG-29 SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: ABC 73% AFSC 27%

LOCATION: CONUS 82% OVERSEAS 18%

DAFSC DISTRIBUTION: 30650 (86%), 30670 (14%)

AVERAGE GRADE: 4.3

EXPRESSED JOB INTEREST: 4.8

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 3.2

AVERAGE NUMBER OF TASKS PERFORMED: 198

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| I MAINTAINING KG-13 | 22 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 19 |
| O MAINTAINING KG-28 AND KG-29 | 17 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| I425 COORDINATE WITH DISTANT STATION TO DETERMINE KG-13 SYSTEM OPERATION | 100 |
| Y1061 MAINTAIN CRYPTO-ANCILLARY UNITS (CAU) | 100 |
| I421 ACCOMPLISH KG-13 MODIFICATIONS | 100 |
| I429 ISOLATE MALFUNCTIONS WITHIN KG-13 BUFFER UNIT | 100 |
| 0673 CHANGE AND CHECK-OUT KG-28 AND KG-29 SYSTEM PERMUTER DEVICES | 91 |

GROUP ID NUMBER AND TITLE: GPO388, KG-13 SPECIALISTS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: ADC 4% AFSC 26% AFSC 2% ATC 2%
SAC 61% USAFSS 6%

LOCATION: CONUS 96% OVERSEAS 4%

DAFSC DISTRIBUTION: 30630 (15%), 30650 (83%), 30670 (2%)

AVERAGE GRADE: 3.7

EXPRESSED JOB INTEREST: 4.1

PERCEIVED UTILIZATION OF TALENTS: 2.5

PERCEIVED UTILIZATION OF TRAINING: 2.9

AVERAGE NUMBER OF TASKS PERFORMED: 75

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| I MAINTAINING KG-13 | 44 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 30 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| I430 ISOLATE MALFUNCTIONS WITHIN KG-13 KEY GENERATOR | 98 |
| I433 ISOLATE MALFUNCTIONS WITHIN KG-13 SYNCHRONIZER | 98 |
| I455 REMOVE OR REPLACE KG-13 SYNCHRONIZER | 94 |
| I428 ISOLATE MALFUNCTIONS TO KG-13 | 93 |
| I452 REMOVE OR REPLACE KG-13 KEY GENERATOR PCB'S | 89 |

GROUP ID NUMBER AND TITLE: GP0310, KG-13 TROUBLE LOCATION SPECIALISTS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ADC 14% AFCS 28% AFLC 14% AFSC 14%
SAC 14% OTHER 14%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30630 (29%), 30650 (71%)

AVERAGE GRADE: 3.2

EXPRESSED JOB INTEREST: 4.7

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 2.7

AVERAGE NUMBER OF TASKS PERFORMED: 34

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| I MAINTAINING KG-13 | 57 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 28 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| I442 PERFORM KG-13 PMIS | 100 |
| I453 REMOVE OR REPLACE KG-13 POWER SUPPLY | 100 |
| I448 REMOVE OR REPLACE KG-13 BUFFER MODULE PRINTED CIRCUIT BOARDS (PCB) | 86 |
| I452 REMOVE OR REPLACE KG-13 KEY GENERATOR PCB | 86 |
| I426 CORRECT DISCREPANCIES FOUND DURING KG-13 PMIS | 86 |

GROUP ID NUMBER AND TITLE: GP0073, KW-26 MAINTENANCE SUPERVISORS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ADC 8% AFCS 42% AFSC 8% SAC 33%
USAFSS 8%

LOCATION: CONUS 75% OVERSEAS 17% NO REPLY 8%

DAFSC DISTRIBUTION: 30650 (17%), 30670 (83%)

AVERAGE GRADE: 5.8

EXPRESSED JOB INTEREST: 5.0

PERCEIVED UTILIZATION OF TALENTS: 3.3

PERCEIVED UTILIZATION OF TRAINING: 3.5

AVERAGE NUMBER OF TASKS PERFORMED: 95

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 18 |
| G MAINTAINING KW-26 | 14 |
| A PLANNING AND ORGANIZING | 14 |
| E PERFORMING MAINTENANCE ADMINISTRATION | 11 |
| B DIRECTING AND IMPLEMENTING | 10 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| E220 MAKE ENTRIES ON MAINTENANCE DATA COLLECTION FORMS | 92 |
| F264 CHECK WIRING HARNESSSES, CABLES, OR CONNECTIONS | 83 |
| D171 CONDUCT ON-THE-JOB TRAINING (OJT) | 67 |
| A50 PLAN OR SCHEDULE OJT | 67 |
| B78 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS | 67 |

GROUP ID NUMBER AND TITLE: GP0057, KW-7 SPECIALISTS

PERCENT OF SAMPLE: 70

MAJOR COMMAND DISTRIBUTION: ADC 11% AFCS 4% ATC 7% HQCOMD 4%
HQ USAF 1% MAC 6% SAC 6% TAC 36%
USAFE 4% USAFSS 3% OTHER 17%

LOCATION: CONUS 73% OVERSEAS 26% NO RESPONSE 1%

DAFSC DISTRIBUTION: 30630 (1%), 30650 (63%), 30670 (36%)

AVERAGE GRADE: 4.8

EXPRESSED JOB INTEREST: 4.8

PERCEIVED UTILIZATION OF TALENTS: 3.4

PERCEIVED UTILIZATION OF TRAINING: 3.2

AVERAGE NUMBER OF TASKS PERFORMED: 109

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 28 |
| K MAINTAINING KW-7 | 26 |
| E PERFORMING MAINTENANCE ADMINISTRATION | 8 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| F322 SET UP TEST EQUIPMENT | 87 |
| K544 INSTALL OR REMOVE KW-7 | 80 |
| K540 CHECK OPERATION OF KW-7 SPARE EQUIPMENT | 74 |
| K558 PERFORM KW-7 PMIS | 67 |
| K549 ISOLATE MALFUNCTIONS TO KW-7 | 66 |

GROUP ID NUMBER AND TITLE: GP0104, TELETYPE MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: TAC 5% USAFSS 90% OTHER 5%

LOCATION: CONUS 16% OVERSEAS 84%

DAFSC DISTRIBUTION: 30630 (11%), 30650 (78%), 30670 (11%)

AVERAGE GRADE: 4.9

EXPRESSED JOB INTEREST: 3.8

PERCEIVED UTILIZATION OF TALENTS: 2.4

PERCEIVED UTILIZATION OF TRAINING: 2.5

AVERAGE NUMBER OF TASKS PERFORMED: 61

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 50 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 11 |
| Y INSTALLING, MAINTAINING, MODIFYING, ADJUSTING AND OPERATING ANCILLARY EQUIPMENT | 10 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| F265 CLEAN OR LUBRICATE EQUIPMENT | 100 |
| F286 MAINTAIN TELETYPE EQUIPMENT | 89 |
| F322 SET UP TEST EQUIPMENT | 89 |
| Y1030 ADJUST TELETYPE EQUIPMENT | 79 |
| W944 ISOLATE MALFUNCTIONS TO TELETYPE EQUIPMENT | 63 |

GROUP ID NUMBER AND TITLE: GP0143, SCARS MAINTENANCE TECHNICIANS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 17% HQCOMD 33% USAFSS 33% OTHER 16%

LOCATION: CONUS 50% OVERSEAS 50%

DAFSC DISTRIBUTION: 30630 (17%), 30650 (66%), 30670 (17%)

AVERAGE GRADE: 4.7

EXPRESSED JOB INTEREST: 4.3

PERCEIVED UTILIZATION OF TALENTS: 3.0

PERCEIVED UTILIZATION OF TRAINING: 2.8

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 91 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 3 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| F314 REPLACE PANEL LIGHTS, FUSES, OR SWITCHES | 100 |
| F325 SOLDER MULTI-LEAD COMPONENTS | 83 |
| F265 CLEAN OR LUBRICATE EQUIPMENT | 83 |
| F326 SOLDER TWO LEAD COMPONENTS | 67 |
| F324 SOLDER MULTI-LAYER BOARDS | 67 |

GROUP ID NUMBER AND TITLE: GP0088, ANCILLARY EQUIPMENT MAINTENANCE SPECIALISTS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ADC 62% AFCS 8% HQCOMD 8% USAFE 8%
USAFSS 8% OTHER 8%

LOCATION: CONUS 54% OVERSEAS 39% NO REPLY 8%

DAFSC DISTRIBUTION: 30650 (69%), 30670 (31%)

AVERAGE GRADE: 4.8

EXPRESSED JOB INTEREST: 4.7

PERCEIVED UTILIZATION OF TALENTS: 3.7

PERCEIVED UTILIZATION OF TRAINING: 2.8

AVERAGE NUMBER OF TASKS PERFORMED: 109

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 31 |
| W ISOLATING MALFUNCTIONS AND REPAIRING ANCILLARY EQUIPMENT | 19 |
| Y INSTALLING, MAINTAINING, MODIFYING, ADJUSTING AND OPERATING ANCILLARY EQUIPMENT | 9 |
| V MAINTAINING MODEMS | 8 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| F266 COORDINATE EQUIPMENT FUNCTIONS WITH TECH CONTROLLERS OR DISTANT END USERS | 92 |
| W941 ISOLATE MALFUNCTIONS TO PATCH PANELS OR OTHER PATCHING OR ISOLATING EQUIPMENT | 92 |
| W944 ISOLATE MALFUNCTIONS TO TELETYPE EQUIPMENT | 77 |
| W967 REPAIR OR REPLACE ANCILLARY EQUIPMENT, PCB TRACKS, WIRES, OR PINS | 69 |
| Y1020 ADJUST LEVEL CONVERSION EQUIPMENT | 69 |

GROUP ID NUMBER AND TITLE: GPO114, KW-7 TECHNICIANS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 5% ATC 11% HQCOMD 5% HQ USAF 5%
MAC 21% SAC 10% TAC 37% OTHER 5%

LOCATION: CONUS 90% OVERSEAS 10%

DAFSC DISTRIBUTION: 30650 (37%), 30670 (83%)

AVERAGE GRADE: 5.8

EXPRESSED JOB INTEREST: 5.6

PERCEIVED UTILIZATION OF TALENTS: 3.9

PERCEIVED UTILIZATION OF TRAINING: 3.6

AVERAGE NUMBER OF TASKS PERFORMED: 185

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 20 |
| K MAINTAINING KW-7 | 15 |
| A PLANNING AND ORGANIZING | 13 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 10 |
| C INSPECTING AND EVALUATING | 8 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| K544 INSTALL OR REMOVE KW-7 | 100 |
| K540 CHECK OPERATION OF KW-7 SPARE EQUIPMENT | 95 |
| K545 ISOLATE MALFUNCTIONS TO KW-7 | 95 |
| A26 DETERMINE PUBLICATIONS REQUIREMENTS | 84 |
| W944 ISOLATE MALFUNCTIONS TO TELETYPE EQUIPMENT | 79 |

GROUP ID NUMBER AND TITLE: GP0389, KW-7 SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: TAC 79% USAFE 7% OTHER 14%

LOCATION: CONUS 79% OVERSEAS 21%

DAFSC DISTRIBUTION: 30650 (64%) 30670 (36%)

AVERAGE GRADE: 4.5

EXPRESSED JOB INTEREST: 4.6

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 3.2

AVERAGE NUMBER OF TASKS PERFORMED: 94

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| K MAINTAINING KW-7 | 35 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 35 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| F547 ISOLATE MALFUNCTIONS TO KW-7 INPUT OR OUTPUT RELAY | 100 |
| F263 ASSEMBLE OR DISASSEMBLE EQUIPMENT | 93 |
| F264 CHECK WIRING HARNESSES, CABLES, OR CONNECTIONS | 93 |
| K570 REPAIR KW-7 | 79 |
| K560 PREPARE KW-7 FOR INSTALLATION | 79 |

GROUP ID NUMBER AND TITLE: GP0502, KW-7 SPECIALISTS (SPECIAL ACTIVITY)

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: TAC 25% USAFSS 13% OTHER 63%

LOCATION: CONUS 37% OVERSEAS 63%

DAFSC DISTRIBUTION: 30630 (13%), 30650 (87%)

AVERAGE GRADE: 4.3

EXPRESSED JOB INTEREST: 4.0

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 3.4

AVERAGE NUMBER OF TASKS PERFORMED: 50

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| K MAINTAINING KW-7 | 66 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 25 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| K559 PERFORM KW-7 SECURITY CHANGES, SECURITY CHANGE INSPECTION, AND ALARM CHECKS | 100 |
| K563 REMOVE OR REPLACE KW-7 INPUT OR OUTPUT RELAYS | 100 |
| K564 REMOVE OR REPLACE KW-7 POWER SUPPLY | 100 |
| K558 PERFORM KW-7 PMIS | 88 |
| K579 REPLACE OR ADJUST KW-7 INPUT OR OUTPUT RELAYS CONTACTS | 75 |

GROUP ID NUMBER AND TITLE: GP0089, EQUIPMENT INSTALLATION SPECIALISTS

PERCENT OF SAMPLE: 4

MAJOR COMMAND DISTRIBUTION: AFCS 88% AFSC 9% SAC 1% USAFSS 1%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30630 (12%), 30650 (68%), 30670 (19%), 30691 (1%)

AVERAGE GRADE: 4.2

EXPRESSED JOB INTEREST: 4.4

PERCEIVED UTILIZATION OF TALENTS: 3.1

PERCEIVED UTILIZATION OF TRAINING: 2.2

AVERAGE NUMBER OF TASKS PERFORMED: 49

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 52 |
| Y INSTALLING, MAINTAINING, MODIFYING, ADJUSTING, AND OPERATING ANCILLARY EQUIPMENT | 17 |
| I MAINTAINING KG-13 | 5 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|------------------------------------|-----------------------------------|
| F274 INSTALL CONDUITS | 99 |
| I427 INSTALL KG-13 | 91 |
| F330 TERMINATE SIGNAL LINES | 84 |
| F278 INSTALL POWER LINES | 83 |
| Y1036 INSTALL CRYPTO-CONTROL UNITS | 67 |

GROUP ID NUMBER AND TITLE: GPO276, E&I TEAM MEMBERS/ANCILLARY EQUIPMENT REPAIRMEN

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: AFCS 87% AFSC 8% SAC 3% USAFSS 3%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30630 (19%), 30650 (81%)

AVERAGE GRADE: 3.7

EXPRESSED JOB INTEREST: 4.3

PERCEIVED UTILIZATION OF TALENTS: 2.9

PERCEIVED UTILIZATION OF TRAINING: 2.0

AVERAGE NUMBER OF TASKS PERFORMED: 47

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 52 |
| Y INSTALLING, MAINTAINING, MODIFYING, ADJUSTING AND OPERATING ANCILLARY EQUIPMENT | 21 |
| I MAINTAINING KG-13 | 6 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| F279 INSTALL SIGNAL LINES | 97 |
| I427 INSTALL KG-13 | 97 |
| Y1035 INSTALL CRYPTO-ANCILLARY UNITS | 92 |
| F277 INSTALL INTERMEDIATE DISTRIBUTION FRAMES (IDF) | 89 |
| F329 TERMINATE POWER LINES | 78 |

GROUP ID NUMBER AND TITLE: GP0217, E&I TEAM MEMBERS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 84% AFSC 16%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30630 (5%), 30650 (79%), 30670 (16%)

AVERAGE GRADE: 3.9

EXPRESSED JOB INTEREST: 4.3

PERCEIVED UTILIZATION OF TALENTS: 2.4

PERCEIVED UTILIZATION OF TRAINING: 1.7

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 71 |
| Y INSTALLING, MAINTAINING, MODIFYING, ADJUSTING AND OPERATING ANCILLARY EQUIPMENT | 10 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| F274 INSTALL CONDUITS | 100 |
| F273 INSTALL CABLE DUCTS | 89 |
| F275 INSTALL EQUIPMENT RACKS | 89 |
| F276 INSTALL EXPANSION SHIELDS | 84 |
| F277 INSTALL INTERMEDIATE DISTRIBUTION FRAMES (IDF) | 79 |

GROUP ID NUMBER AND TITLE: GPO170, E&I TEAM CHIEFS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (8%), 30670 (83%), 30691 (8%)

AVERAGE GRADE: 5.8

EXPRESSED JOB INTEREST: 5.2

PERCEIVED UTILIZATION OF TALENTS: 4.8

PERCEIVED UTILIZATION OF TRAINING: 3.5

AVERAGE NUMBER OF TASKS PERFORMED: 103

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 24 |
| Y INSTALLING, MAINTAINING, MODIFYING, ADJUSTING, AND OPERATING ANCILLARY EQUIPMENT | 16 |
| A PLANNING AND ORGANIZING | 12 |
| B DIRECTING AND IMPLEMENTING | 9 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| F277 INSTALL INTERMEDIATE DISTRIBUTION FRAMES (IDF) | 100 |
| F273 INSTALL CABLE DUCTS | 100 |
| F278 INSTALL POWER LINES | 100 |
| F276 INSTALL EXPANSION SHIELDS | 100 |
| B81 DIRECT CRYPTOGRAPHIC INSTALLATION | 75 |

GROUP ID NUMBER AND TITLE: GP0119, MOBILITY AND MAINTENANCE CONTROL NCOICS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 33% ATC 17% SAC 25% USAFSS 25%

LOCATION: CONUS 75% OVERSEAS 25%

DAFSC DISTRIBUTION: 30670 (83%), 30691 (17%)

AVERAGE GRADE: 7.2

EXPRESSED JOB INTEREST: 5.3

PERCEIVED UTILIZATION OF TALENTS: 4.5

PERCEIVED UTILIZATION OF TRAINING: 2.5

AVERAGE NUMBER OF TASKS PERFORMED: 39

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|------------------------------|--|
| A PLANNING AND ORGANIZATION | 52 |
| B DIRECTING AND IMPLEMENTING | 20 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| A4 ATTEND CONFERENCES, BRIEFINGS, OR MEETINGS | 100 |
| B76 CONDUCT OR PARTICIPATE IN STAFF MEETING | 100 |
| A9 COORDINATE WITH CHIEF OF MAINTENANCE ON STAFF STAFF FUNCTIONS | 92 |
| A37 DRAFT CORRESPONDENCE | 92 |
| A17 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON MATERIEL CONTROL | 67 |

GROUP ID NUMBER AND TITLE: GPO094, MAINTENANCE NCOIC'S

PERCENT OF SAMPLE: 8

MAJOR COMMAND DISTRIBUTION: ADC 4% AFCS 53% AFSC 2% ATC 1%
HQCOMD 2% HQ USAF 1% SAC 23% USAFSS 10%
NO RESPONSE 5%

LOCATION: CONUS 73% OVERSEAS 27%

DAFSC DISTRIBUTION: 30650 (16%), 30670 (54), 30691 (30%)

AVERAGE GRADE: 6.7

EXPRESSED JOB INTEREST: 5.1

PERCEIVED UTILIZATION OF TALENTS: 3.8

PERCEIVED UTILIZATION OF TRAINING: 3.2

AVERAGE NUMBER OF TASKS PERFORMED: 97

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| A PLANNING AND ORGANIZING | 36 |
| C INSPECTING AND EVALUATING | 18 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 17 |
| B DIRECTING AND IMPLEMENTING | 16 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| A37 DRAFT CORRESPONDENCE | 88 |
| B78 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS | 78 |
| C163 WRITE OR INDORSE AIRMEN PERFORMANCE RATINGS | 76 |
| A49 PLAN OR PREPARE STATUS BOARDS, CHARTS, OR GRAPHS | 74 |
| C156 REVIEW MAINTENANCE RECORDS OR REPORTS | 66 |

GROUP ID NUMBER AND TITLE: GPO320, MAINTENANCE SUPERINTENDENTS

PERCENT OF SAMPLE: 21

MAJOR COMMAND DISTRIBUTION: ADC 14% AFCS 57% AFSC 5%
ATC 5% SAC 10% USAFSS 5%
NO RESPONSE 5%

LOCATION: CONUS 67% OVERSEAS 33%

DAFSC DISTRIBUTION: 30650 (5%), 30670 (19%), 30691 (76%)

AVERAGE GRADE: 8.0

EXPRESSED JOB INTEREST: 5.1

PERCEIVED UTILIZATION OF TALENTS: 4.3

PERCEIVED UTILIZATION OF TRAINING: 3.6

AVERAGE NUMBER OF TASKS PERFORMED: 74

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|------------------------------|--|
| A PLANNING AND ORGANIZING | 47 |
| B DIRECTING AND IMPLEMENTING | 20 |
| C INSPECTING AND EVALUATING | 19 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| A37 DRAFT CORRESPONDENCE | 100 |
| B76 CONDUCT OR PARTICIPATE IN STAFF MEETINGS | 100 |
| A14 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON INSPECTIONS | 95 |
| A27 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES | 95 |
| A9 COORDINATE WITH CHIEF OF MAINTENANCE ON STAFF FUNCTIONS | 86 |

AD-A036 053 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
ELECTRONIC COMMUNICATIONS AND CRYPTOGRAPHIC EQUIPMENT SYSTEMS R--ETC(U)
NOV 76

UNCLASSIFIED

AFPT-90-306-201

NL

2 OF 2
ADA036053

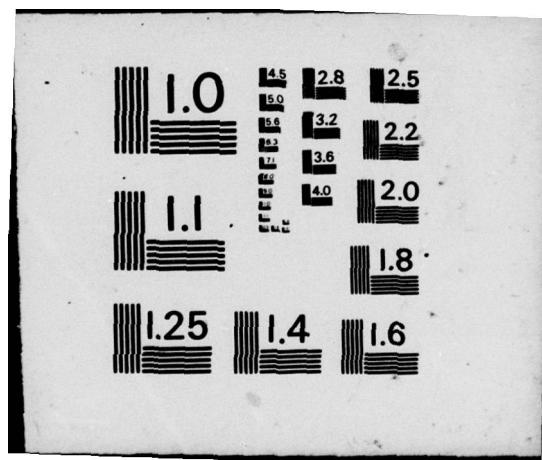


END

DATE

FILMED

3-77



GROUP ID NUMBER AND TITLE: GP0361, NCOIC MAINTENANCE

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: AFCS 54% SAC 31% HQ USAF 2%
USAFSS 6% AFSC 2% NO RESPONSE 5%

LOCATION: CONUS 79% OVERSEAS 21%

DAFSC DISTRIBUTION: 30670 (65%), 30691 (35%)

AVERAGE GRADE: 7.1

EXPRESSED JOB INTEREST: 5.4

PERCEIVED UTILIZATION OF TALENTS: 4.1

PERCEIVED UTILIZATION OF TRAINING: 3.7

AVERAGE NUMBER OF TASKS PERFORMED: 153

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| A PLANNING AND ORGANIZING | 33 |
| C INSPECTING AND EVALUATING | 20 |
| B DIRECTING AND IMPLEMENTING | 16 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 16 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| C152 PREPARE ANSWERS TO INSPECTIONS | 96 |
| A51 PLAN OR SCHEDULE WORK ASSIGNMENTS | 90 |
| C124 ANALYZE SHOP OPERATIONS AND PROCEDURES | 88 |
| A10 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON ADMINISTRATION | 88 |
| A8 COORDINATE LOCAL COMSEC ACCOUNT MATTERS WITH COMSEC ACCOUNT CUSTODIAN | 81 |

GROUP ID NUMBER AND TITLE: GPO144, NCOIC TRAINING MANAGEMENT
PERCENT OF SAMPLE: LESS THAN 1
MAJOR COMMAND DISTRIBUTION: AFCS 54% HQCOMD 8% USAFSS 23% NO RESPONSE 15%
LOCATION: CONUS 54% OVERSEAS 46%
DAFSC DISTRIBUTION: 30650 (8%), 30670 (77%), 30691 (15%).
AVERAGE GRADE: 7.0
EXPRESSED JOB INTEREST: 5.0
PERCEIVED UTILIZATION OF TALENTS: 3.8
PERCEIVED UTILIZATION OF TRAINING: 3.2
AVERAGE NUMBER OF TASKS PERFORMED: 50
TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|------------------------------|--|
| A PLANNING AND ORGANIZING | 37 |
| B DIRECTING AND IMPLEMENTING | 23 |
| C INSPECTING AND EVALUATING | 18 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| A4 ATTEND CONFERENCES, BRIEFINGS, OR MEETINGS | 92 |
| E207 MAINTAIN CRYPTOGRAPHIC MAINTENANCE TRAINING AND EXPERIENCE RECORDS (DD FORM 1435) | 92 |
| C138 EVALUATE INDIVIDUAL TRAINING REQUIREMENTS | 85 |
| A29 DETERMINE WORK PRIORITIES | 69 |
| A50 PLAN OR SCHEDULE OJT | 69 |

GROUP ID NUMBER AND TITLE: GP0168, WORK CONTROL TECHNICIANS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ADC 11% AFCS 67% SAC 22%

LOCATION: CONUS 78% OVERSEAS 22%

DAFSC DISTRIBUTION: 30650 (22%), 30670 (67%), 30691 (11%)

AVERAGE GRADE: 6.2

EXPRESSED JOB INTEREST: 5.2

PERCEIVED UTILIZATION OF TALENTS: 3.7

PERCEIVED UTILIZATION OF TRAINING: 3.3

AVERAGE NUMBER OF TASKS PERFORMED: 82

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 32 |
| A PLANNING AND ORGANIZING | 22 |
| C INSPECTING AND EVALUATING | 16 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| C160 VERIFY ACCURACY OF MAINTENANCE DATA COLLECTION FORMS | 100 |
| E244 PREPARE PREVENTIVE MAINTENANCE INSPECTION (PMI) SCHEDULES | 89 |
| E234 PREPARE ISSUE/TURN-IN, REQUEST FORMS (AF FORM 2005) | 89 |
| E257 SERVE AS SECTION SUPPLY CUSTODIAN | 78 |
| C156 REVIEW MAINTENANCE RECORDS OR REPORTS | 67 |

GROUP ID NUMBER AND TITLE: GP0248, MAINTENANCE CONTROL SUPERVISORS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 32% SAC 53% USAFSS 15%

LOCATION: CONUS 84% OVERSEAS 16%

DAFSC DISTRIBUTION: 30650 (71%), 30670 (29%)

AVERAGE GRADE: 5.7

EXPRESSED JOB INTEREST: 3.9

PERCEIVED UTILIZATION OF TALENTS: 2.7

PERCEIVED UTILIZATION OF TRAINING: 2.2

AVERAGE NUMBER OF TASKS PERFORMED: 37

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| A PLANNING AND ORGANIZING | 39 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 23 |
| C INSPECTING AND EVALUATING | 15 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| A15 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON JOB CONTROL | 100 |
| E235 PREPARE JOB CONTROL DOCUMENTS (JCDS) (AF FORM 2445) | 89 |
| A51 PLAN OR SCHEDULE WORK ASSIGNMENTS | 89 |
| A18 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON PLANS AND SCHEDULING | 84 |
| E239 PREPARE OR MAINTAIN JOB CONTROL REGISTERS | 74 |

GROUP ID NUMBER AND TITLE: GPO211, PLANNING AND SCHEDULING NCOIC'S

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 57% SAC 14% USAFSS 29%

LOCATION: CONUS 71% OVERSEAS 29%

DAFSC DISTRIBUTION: 30650 (71%), 30670 (29%)

AVERAGE GRADE: 4.9

EXPRESSED JOB INTEREST: 5.4

PERCEIVED UTILIZATION OF TALENTS: 3.9

PERCEIVED UTILIZATION OF TRAINING: 2.1

AVERAGE NUMBER OF TASKS PERFORMED: 36

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 30 |
| A PLANNING AND ORGANIZING | 29 |
| B DIRECTING AND IMPLEMENTING | 15 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| B90 DIRECT PLANNING AND SCHEDULING OR DOCUMENTATION FUNCTIONS | 100 |
| E244 PREPARE PMIS SCHEDULES | 100 |
| E232 PREPARE INPUTS FOR MONTHLY MAINTENANCE PLANS | 100 |
| A18 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON PLANS AND SCHEDULING | 86 |
| F259 ANALYZE COMPUTER PRINTOUTS | 86 |

GROUP ID NUMBER AND TITLE: GP069, TRAINING SUPERVISORS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: ADC 5% AFCS 14% ATC 64% SAC 5%
TAC 5% USAFSS 9%

LOCATION: CONUS

DAFSC DISTRIBUTION: 30650 (18%), 30670 (82%)

AVERAGE GRADE: 6.3

EXPRESSED JOB INTEREST: 5.4

PERCEIVED UTILIZATION OF TALENTS: 4.1

PERCEIVED UTILIZATION OF TRAINING: 4.0

AVERAGE NUMBER OF TASKS PERFORMED: 56

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|------------------------------|--|
| D TRAINING | 29 |
| A PLANNING AND ORGANIZING | 29 |
| B DIRECTING AND IMPLEMENTING | 12 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| D187 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS | 95 |
| A37 DRAFT CORRESPONDENCE | 86 |
| D189 PREPARE LESSON PLANS | 77 |
| D184 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS | 77 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 73 |

GROUP ID NUMBER AND TITLE: GP0117, QUALITY CONTROL AND EVALUATION
TECHNICIANS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: ADC 6% AFCS 40% AFSC 4%
ATC 2% SAC 34% TAC 2%
USAFSS 11%

LOCATION: CONUS 81% OVERSEAS 19%

DAFSC DISTRIBUTION: 30650 (17%), 30670 (79%), 30691 (4%)

AVERAGE GRADE: 5.9

EXPRESSED JOB INTEREST: 5.3

PERCEIVED UTILIZATION OF TALENTS: 3.9

PERCEIVED UTILIZATION OF TRAINING: 3.4

AVERAGE NUMBER OF TASKS PERFORMED: 52

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| C INSPECTING AN EVALUATING | 34 |
| A PLANNING AND ORGANIZING | 28 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 14 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| C127 CONDUCT MSEP EVALUATIONS | 89 |
| C153 PREPARE INSPECTION REPORTS | 89 |
| A33 DEVELOP OR MAINTAIN QUALITY CONTROL PROCEDURES | 89 |
| C151 INSPECT INSTALLED, REPAIRED, OR MODIFIED EQUIPMENT | 74 |
| F300 PERFORM QUALITY CONTROL INSPECTIONS | 62 |

GROUP ID NUMBER AND TITLE: GP0218, QUALITY CONTROL TECHNICIANS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: AFCS 60% AFSC 20% TAC 20%

LOCATION: CONUS 80% OVERSEAS 20%

DAFSC DISTRIBUTION: 30670 (100%)

AVERAGE GRADE: 5.3

EXPRESSED JOB INTEREST: 5.2

PERCEIVED UTILIZATION OF TALENTS: 4.0

PERCEIVED UTILIZATION OF TRAINING: 3.6

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--|--|
| C INSPECTING AND EVALUATING | 53 |
| E PERFORMING MAINTENANCE ADMINISTRATION | 17 |
| F PERFORMING GENERAL MAINTENANCE FUNCTIONS | 10 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| C153 PREPARE INSPECTION REPORTS | 100 |
| C156 REVIEW MAINTENANCE RECORDS OR REPORTS | 100 |
| A33 DEVELOP OR MAINTAIN QUALITY CONTROL PROCEDURES | 80 |
| F300 PERFORM QUALITY CONTROL INSPECTIONS | 80 |
| C127 CONDUCT MSEP EVALUATIONS | 60 |

GROUP ID NUMBER AND TITLE: GPO255, QUALITY CONTROL NOCIC

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 3% AFCS 33% ATC 3% SAC 46%
USAFSS 15%

LOCATION: CONUS 79% OVERSEAS 21 %

DAFSC DISTRIBUTION: 30650 (12%), 30670 (82%), 30691 (6%)

AVERAGE GRADE: 6.1

EXPRESSED JOB INTEREST: 5.6

PERCEIVED UTILIZATION OF TALENTS: 4.2

PERCEIVED UTILIZATION OF TRAINING: 3.5

AVERAGE NUMBER OF TASKS PERFORMED: 60

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|------------------------------|--|
| A PLANNING AND ORGANIZING | 33 |
| C INSPECTING AND EVALUATING | 31 |
| B DIRECTING AND IMPLIMENTING | 14 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| A33 DEVELOP OR MAINTAIN QUALITY CONTROL PROCEDURES | 100 |
| C127 CONDUCT MSEP EVALUATIONS | 94 |
| B99 IMPLEMENT MAINTENANCE STANDARDIZATION AND EVALUATION PROGRAM (MSEP) | 88 |
| A47 PLAN INSPECTION PROCEDURES | 88 |
| A37 DRAFT CORRESPONDENCE | 88 |

GROUP ID NUMBER AND TITLE: GPO131, QUALITY CONTROL INSPECTORS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ADC 25% AFCS 50% AFSC 13% SAC 12%

LOCATION: CONUS 88% OVERSEAS 12%

DAFSC DISTRIBUTION: 30650 (37%), 30670 (63%)

AVERAGE GRADE: 5.6

EXPRESSED JOB INTEREST: 4.1

PERCEIVED UTILIZATION OF TALENTS: 2.8

PERCEIVED UTILIZATION OF TRAINING: 2.6

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| C INSPECTING AND EVALUATING | 36 |
| A PLANNING AND ORGANIZING | 20 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 16 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| C157 SERVE AS MEMBER OF MAINTENANCE INSPECTION TEAMS | 100 |
| F300 PERFORM QUALITY CONTROL INSPECTIONS | 88 |
| C127 CONDUCT MSEB EVALUATIONS | 88 |
| C153 PERPARE INSPECTION REPORTS | 75 |
| B95 DIRECT TECHNICAL PUBLICATIONS MAINTENANCE SUCH AS TECHNICAL ORDER (TO) FILES | 63 |

GROUP ID NUMBER AND TITLE: GP0098, JOB CONTROLLERS

PERCENT OF SAMPLE: 3

MAJOR COMMAND DISTRIBUTION: ADC 12% AFCS 63% SAC 16% USAFSS 4%
AFRES 4%

LOCATION: CONUS 84% OVERSEAS 16%

DAFSC DISTRIBUTION: 30650 (86%), 30670 (14%)

AVERAGE GRADE: 4.2

EXPRESSED JOB INTEREST: 4.3

PERCEIVED UTILIZATION OF TALENTS: 2.5

PERCEIVED UTILIZATION OF TRAINING: 1.7

AVERAGE NUMBER OF TASKS PERFORMED: 19

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| A PLANNING AND ORGANIZING | 43 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 41 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| E235 PREPARE JOB CONTROL DOCUMENTS (JCDS) (AF FORM 2445) | 82 |
| A49 PLAN OR PREPARE STATUS BOARDS, CHARTS, OR GRAPHS | 82 |
| A29 DETERMINE WORK PRIORITIES | 69 |
| E239 PREPARE OR MAINTAIN JOB CONTROL REGISTERS | 67 |
| E238 PREPARE OR MAINTAIN EQUIPMENT STATUS REPORTS | 59 |

GROUP ID NUMBER AND TITLE: GP0161, JOB CONTROL TECHNICIANS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ADC 17% AFSC 67% SAC 17%

LOCATION: CONUS 83% OVERSEAS 17%

DAFSC DISTRIBUTION: 30650 (83%), 30670 (17%)

AVERAGE GRADE: 4.5

EXPRESSED JOB INTEREST: 5.2

PERCEIVED UTILIZATION OF TALENTS: 1.7

PERCEIVED UTILIZATION OF TRAINING: 1.2

AVERAGE NUMBER OF TASKS PERFORMED: 12

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| A PLANNING AND ORGANIZING | 52 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 43 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|-----------------------------------|
| A49 PLAN OR PREPARE STATUS BOARDS, CHARTS, OR GRAPHS | 100 |
| E239 PREPARE OR MAINTAIN JOB CONTROL REGISTERS | 83 |
| A24 COORDINATE WITH SUPPORTING AGENCIES TO OBTAIN ASSISTANCE FOR MAINTENANCE | 83 |
| A15 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON JOB CONTROL | 67 |
| A29 DETERMINE WORK PRIORITIES | 67 |

GROUP ID NUMBER AND TITLE: GP0159, JOB CONTROL ADMINISTRATIVE SPECIALISTS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ADC 19% AFCS 44% AFSC 7% SAC 26%
USAFSS 4%

LOCATION: CONUS 89% OVERSEAS 11%

DAFSC DISTRIBUTION: 30650 (82%), 30670 (18%)

AVERAGE GRADE: 4.1

EXPRESSED JOB INTEREST: 4.8

PERCEIVED UTILIZATION OF TALENTS: 2.9

PERCEIVED UTILIZATION OF TRAINING: 1.7

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| A PLANNING AND ORGANIZING | 43 |
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 36 |
| B DIRECTING AND IMPLEMENTING | 7 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| E235 PREPARE JOB CONTROL DOCUMENTS (JCDS) (AF FORM 2445) | 89 |
| A29 DETERMINE WORK PRIORITIES | 85 |
| E210 MAINTAIN EQUIPMENT STATUS BOARDS | 81 |
| E239 PREPARE OR MAINTAIN JOB CONTROL REGISTERS | 78 |
| A24 COORDINATE WITH SUPPORTING AGENCIES TO OBTAIN ASSISTANCE FOR MAINTENANCE | 70 |

GROUP ID NUMBER AND TITLE: GP0157, JOB CONTROL SPECIALISTS

PERCENT OF SAMPLE: 1

MAJOR COMMAND DISTRIBUTION: AFCS 93% USAFSS 7%

LOCATION: CONUS 79% OVERSEAS 21%

DAFSC DISTRIBUTION: 30650 (93%), 30670 (7%)

AVERAGE GRADE: 4.4

EXPRESSED JOB INTEREST: 3.8

PERCEIVED UTILIZATION OF TALENTS: 2.1

PERCEIVED UTILIZATION OF TRAINING: 1.6

AVERAGE NUMBER OF TASKS PERFORMED: 8

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---|--|
| E PERFORMING MAINTENANCE ADMINISTRATION FUNCTIONS | 51 |
| A PLANNING AND ORGANIZING | 40 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| E235 PREPARE JOB CONTROL DOCUMENTS (JCDS) (AF FORM 2445) | 86* |
| E210 MAINTAIN EQUIPMENT STATUS BOARDS | 86** |
| A49 PLAN OR PREPARE STATUS BOARDS, CHARTS, OR GRAPHS | 64 |
| A67 REVIEW WORK ORDERS | 43 |
| A15 COORDINATE WITH CHIEF OF MAINTENANCE STAFF ON JOB CONTROL | 43 |

* 20 PERCENT TIME SPENT BY ALL MEMBERS

** 15 PERCENT TIME SPENT BY ALL MEMBERS

GROUP ID NUMBER AND TITLE: GP0018, INSTRUCTORS I

PERCENT OF SAMPLE: 5

MAJOR COMMAND DISTRIBUTION: AFCS 3% ATC 92% SAC 1% TAC 1%
USAFSS 3%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30630 (1%), 30650 (54%), 30670 (44%), 30691 (1%)

AVERAGE GRADE: 5.3

EXPRESSED JOB INTEREST: 5.8

PERCEIVED UTILIZATION OF TALENTS: 4.6

PERCEIVED UTILIZATION OF TRAINING: 4.6

AVERAGE NUMBER OF TASKS PERFORMED: 27

TIME SPENT ON DUTIES:

DUTY

D TRAINING
F PERFORMING GENERAL MAINTENANCE FUNCTIONS

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

54
6

FIVE REPRESENTATIVE TASKS:

TASK

D173 CONDUCT RESIDENT COURSE CLASSROOM
TRAINING
D189 ~~PREPARE~~ LESSON PLANS
D183 ~~EVALUATE~~ PROGRESS OF RESIDENT COURSE
STUDENTS
D176 DEMONSTRATE HOW TO LOCATE TECHNICAL
INFORMATION
D166 ADMINISTER OR SCORE TESTS

PERCENT MEMBERS
PERFORMING

84
80
73
69
66

GROUP ID NUMBER AND TITLE: GPO391, INSTRUCTORS/INSTRUCTOR SUPERVISORS

PERCENT OF SAMPLE: 2

MAJOR COMMAND DISTRIBUTION: ATC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (57%), 30670 (40%), 30691 (3%)

AVERAGE GRADE: 5.4

EXPRESSED JOB INTEREST: 6.1

PERCEIVED UTILIZATION OF TALENTS: 4.8

PERCEIVED UTILIZATION OF TRAINING: 4.7

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---------------------------|--|
| D TRAINING | 73 |
| A PLANNING AND ORGANIZING | 8 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| D183 EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS | 97 |
| D173 CONDUCT RESIDENT COURSE CLASSROOM TRAINING | 93 |
| D189 PREPARE LESSON PLANS | 93 |
| D166 ADMINISTER OR SCORE TESTS | 83 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 83 |

GROUP ID NUMBER AND TITLE: GP0472, RESIDENT COURSE INSTRUCTORS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ATC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (46%), 30670 (54%)

AVERAGE GRADE: 5.4

EXPRESSED JOB INTEREST: 5.8

PERCEIVED UTILIZATION OF TALENTS: 4.3

PERCEIVED UTILIZATION OF TRAINING: 4.5

AVERAGE NUMBER OF TASKS PERFORMED: 8

TIME SPENT ON DUTIES:

DUTY

D TRAINING

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

91

FIVE REPRESENTATIVE TASKS:

TASK

PERCENT MEMBERS
PERFORMING

| | | |
|------|---|-----|
| D173 | CONDUCT RESIDENT COURSE CLASSROOM TRAINING | 100 |
| D189 | PREPARE LESSON PLANS | 77 |
| D175 | COUNSEL TRAINEES ON TRAINING PROGRESS | 77 |
| D183 | EVALUATE PROGRESS OR RESIDENT COURSE STUDENTS | 69 |
| D180 | DEVELOP RESIDENT COURSE CURRICULUM MATERIALS | 62 |

GROUP ID NUMBER AND TITLE: GP0293, KW-26 INSTRUCTORS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ATC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (89%), 30670 (11%)

AVERAGE GRADE: 4.7

EXPRESSED JOB INTEREST: 6.1

PERCEIVED UTILIZATION OF TALENTS: 5.1

PERCEIVED UTILIZATION OF TRAINING: 5.2

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---------------------|--|
| G MAINTAINING KW-26 | 49 |
| D TRAINING | 37 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|---|---------------------------------------|
| D173 CONDUCT RESIDENT COURSE CLASSROOM TRAINING | 100 |
| G340 CHECK OPERATION OF KW-26 EQUIPMENT | 89 |
| D176 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 89 |
| D189 PREPARE LESSON PLANS | 89 |
| G365 REMOVE AND REPLACE KW-26 DRIVER PACKAGES OR CORE BOARDS | 67 |

GROUP ID NUMBER AND TITLE: GP0164, KG-13 INSTRUCTORS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ATC 100%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (75%), 30670 (25%)

AVERAGE GRADE: 5.0

EXPRESSED JOB INTEREST: 5.9

PERCEIVED UTILIZATION OF TALENTS: 4.5

PERCEIVED UTILIZATION OF TRAINING: 4.3

AVERAGE NUMBER OF TASKS PERFORMED: 46

TIME SPENT ON DUTIES:

DUTY

D TRAINING
I MAINTAINING KG-13

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

35
21

FIVE REPRESENTATIVE TASKS:

TASK

PERCENT MEMBERS
PERFORMING

| | | |
|------|--|-----|
| D173 | CONDUCT RESIDENT COURSE CLASSROOM TRAINING | 100 |
| D176 | DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION | 100 |
| B78 | COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS | 88 |
| D189 | PREPARE LESSON PLANS | 88 |
| I433 | ISOLATE MALFUNCTIONS WITHIN KG-13 SYNCHRONIZER | 63 |

GROUP ID NUMBER AND TITLE: GP0242, KY-8, KY-28, AND KY-38 INSTRUCTORS

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ATC 80% USAFSS 20%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30670 (100%)

AVERAGE GRADE: 6.0

EXPRESSED JOB INTEREST: 5.8

PERCEIVED UTILIZATION OF TALENTS: 4.8

PERCEIVED UTILIZATION OF TRAINING: 5.2

AVERAGE NUMBER OF TASKS PERFORMED: 88

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|---------------------|--|
| L MAINTAINING KY-8 | 25 |
| M MAINTAINING KY-28 | 20 |
| N MAINTAINING KY-38 | 14 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|---------------------------------------|
| M618 ADJUST KY-28 HEAD SET-HAND SET AUDIO (HAUD) | 100 |
| L584 ADJUST KY-8 VOLUME CONTROL | 100 |
| M619 ADJUST KY-28 MIC INPUT | 100 |
| L582 ADJUST KY-8 POWER SUPPLY DC VOLTAGES | 100 |
| D173 CONDUCT RESIDENT COURSE CLASSROOM TRAINING | 80 |

GROUP ID NUMBER AND TITLE: GP0146, KY-3 INSTRUCTOR

PERCENT OF SAMPLE: LESS THAN 1

MAJOR COMMAND DISTRIBUTION: ATC 60% SAC 20% USAFSS 20%

LOCATION: CONUS 100%

DAFSC DISTRIBUTION: 30650 (60%), 30670 (40%)

AVERAGE GRADE: 5.4

EXPRESSED JOB INTEREST: 4.8

PERCEIVED UTILIZATION OF TALENTS: 3.8

PERCEIVED UTILIZATION OF TRAINING: 4.0

AVERAGE NUMBER OF TASKS PERFORMED: 32

TIME SPENT ON DUTIES:

| <u>DUTY</u> | <u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u> |
|--------------------|--|
| J MAINTAINING KY-3 | 72 |
| D TRAINING | 20 |

FIVE REPRESENTATIVE TASKS:

| <u>TASK</u> | <u>PERCENT MEMBERS PERFORMING</u> |
|--|-----------------------------------|
| J471 ADJUST KY-3 CODER (32 WEIGHT) | 100 |
| J483 ADJUST KY-3 VOICE OPERATED GAIN ADJUSTMENT DEVICE (VOGAD) SQUELCH CONTROL | 100 |
| J472 ADJUST KY-3 COMPRESSOR BALANCE CONTROL | 100 |
| D173 CONDUCT RESIDENT COURSE CLASSROOM TRAINING | 60 |
| D175 COUNSEL TRAINEES ON TRAINING PROGRESS | 60 |